



132  
779  
THS



This is to certify that the  
thesis entitled

**WOMEN'S ROLE CONFLICT AND  
PERCEIVED MARITAL SATISFACTION**

presented by

**Mary Elizabeth Markle**

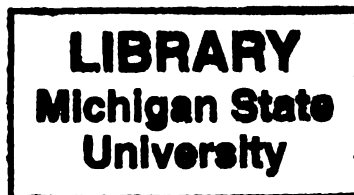
has been accepted towards fulfillment  
of the requirements for

M.S.N. degree in Nursing

*Frederic A. Omar PhD RNC*

Major professor

Date 4-13-98



**PLACE IN RETURN BOX**  
to remove this checkout from your record.  
**TO AVOID FINES** return on or before date due.

DATE DUE	DATE DUE	DATE DUE
<hr/>	<hr/>	<hr/>
<hr/>	<hr/>	<hr/>
<hr/>	<hr/>	<hr/>
<hr/>	<hr/>	<hr/>
<hr/>	<hr/>	<hr/>

**WOMEN'S ROLE CONFLICT AND  
PERCEIVED MARITAL SATISFACTION**

**By**

**Mary Elizabeth Markle**

**A THESIS**

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

**MASTER OF SCIENCE IN NURSING**

**College of Nursing**

**1998**

## **ABSTRACT**

### **WOMEN'S ROLE CONFLICT AND PERCEIVED MARITAL SATISFACTION**

**By**

**Mary Elizabeth Markle**

**This correlational study examined women's role conflict and perception of marital satisfaction. A secondary analysis of data with a sample of 149 married, professional women with children was performed. Using an adaptation of House's (1981) model for stress research, it was hypothesized that as role conflict increased, marital satisfaction would decrease. In addition, number of children, number of hours worked, and type of employment were studied as objective sources of role conflict to see what effects they had on role conflict and marital satisfaction. There was a weak but significant negative correlation between role conflict and marital satisfaction, but no associations were established among sources of role conflict and marital satisfaction. Implications of study results for advanced nursing practice and primary care include the need for assessment of working women's role conflict to provide interventions to reduce such conflict and increase marital satisfaction.**

This thesis is dedicated to my husband,  
Steven Markle  
my daughters,  
Elizabeth and Rebecca  
my parents,  
Bernard and Louise Riggs  
and my friends,  
Marianne Ball, Stephanie Palmer, and Nancy Paola

## **ACKNOWLEDGMENTS**

**In gratitude to my thesis committee, including thesis  
chairpersons, Mildred A. Omar, Ph.D., R.N.C., and  
Linda Beth Tiedje, Ph.D., R.N.,  
Rachel Schiffman, Ph.D, R.N., and Manfred Stommel, Ph.D,  
for their encouragement and expertise.**

## TABLE OF CONTENTS

1. The Problem	
Introduction.....	1
Statement of the Problem.....	4
Hypothesis and Research Question.....	4
2. Review of the Literature	
Conceptual Definitions.....	5
Review and Synthesis of Existing Literature.....	7
Critique of Existing Literature.....	10
Theoretical Framework.....	11
3. Methods	
Research Design.....	15
Sample.....	15
Operational Definitions.....	17
Protection of Human Subjects.....	19
Instrument.....	19
Data Analysis Plan.....	21
Assumptions and Limitations of Study Methodology.....	23
4. Results	
Analysis of the Hypothesis and Research Question.....	23
5. Discussion	
Interpretation of Findings.....	25
Implications of Results for Theoretical Framework.....	29
Implications of Results for Existing Literature.....	30
Implications of Results for Advanced Nursing Practice and Primary Care.....	30
Recommendations for Further Research.....	32
Summary.....	33
6. Appendices	
A: Recruitment, Eligibility, and Data Collection Procedures of the Original Study.....	35
B: Previous Research Approvals and Subject Consent.....	38
C: Current (1997) Research Approval.....	41
D: Stress and Coping Among Women Professionals.....	42



7. List of References.....	46
8. List of Tables.....	vii
9. List of Figures.....	viii

## **LIST OF TABLES**

<b>1 Descriptive Characteristics of Study Variables.....</b>	<b>24</b>
<b>2 Table of Step 1 of the Regression Model.....</b>	<b>25</b>
<b>3 Table of Step 2 of the Regression Model.....</b>	<b>26</b>

## **LIST OF FIGURES**

<b>1 Conceptual Framework for the Stress Process.....</b>	<b>12</b>
<b>2 Adapted Theoretical Framework to Associate Women's Role Conflict and Perception of Marital Satisfaction.....</b>	<b>13</b>

## **The Problem**

### **Introduction**

Role conflict and marital satisfaction experienced by women are subjects of concern and interest that have been addressed by researchers (Amatea & Fong-Beyette, 1987; Etaugh & Gilomen, 1987; Greenstein, 1995; Majewski, 1986; Pina & Bengston, 1993; Spitze, 1988). Little attention, however, has been given to a possible relationship between the two. This is despite the far-reaching cultural, societal and economic trends prevailing in the last 30 years germane to women's life experiences that include role fulfillment in marriage, parenting, and participation in the paid work force.

The purpose of this study was to examine the relationship between women's role conflict and perceived marital satisfaction, while controlling for three potential objective sources of role conflict: (a) number of children in a family, (b) number of weekly hours worked by women in paid employment outside of the home, and (c) type of employment women were engaged in (as university faculty or employed in business). This was explored in a secondary analysis of data collected by Tiedje (1992).

Contemporary American women are likely to be challenged with experiencing a multitude of roles, often at the same time. This has been heightened by the accelerated influx of women into paid employment roles that has taken place in the last three decades (Spurlock, 1995). This shift for women has occurred simultaneously with societal and personal expectations for many

who have continued to desire marriage and motherhood. In 1990, 50% of women with children under age six were working outside the home (Darling-Fisher & Tiedje, 1990). In 1994, this trend continued, as two thirds of babies born in the United States were to women between the ages of 25 and 44, 75.5% of whom were employed in the American labor force (The Wall Street Journal, 1995).

Women have entered a new paradigm that necessitates the mastery and successful integration of additional and unfamiliar roles. In this process, traditional reliance on socialization offered by women of past generations, a cultural mainstay, has often not been possible. This is especially true for women of the "Baby Boom" generation who were born between 1946 and 1965 (Sheehy, 1995). Daughters of this generation are not living the same lives their mothers did earlier in this century; older generations have been unable to consistently provide clear guidance for navigation through the new paradigm. It is conceivable that women born after 1965 may now be benefiting from some of the groundbreaking experiences of their older Baby Boom sisters. However, an ambiguity and lack of clarity still often exists for these younger women as well (Sheehy, 1995).

When women are faced with integrating the multiple roles of wife, mother and employee, it is likely the patterns and dynamics of family relationships will be impacted. This may be in part due to the evolution and transformation of traditional family patterns as women have acquired more roles. An example of such a

change in traditional patterns is the alteration of role expectations by either or both spouses. Commonly, the issue of division of labor is central to the experience of role expectations and a source of conflict between spouses (Yogev, 1986).

A key issue is the impact of these developments on the marital relationship. Clearly, some degree of impact is certain as the dynamics of family relationships are affected. This often includes the initiation and perpetuation of role conflict. Framing women's perceptions of marital satisfaction as a critical component in the intricate web of family dynamics served to illuminate this question. Interest in pursuing the question was predicated on the assumption that marriage remains a critical stabilizing social institution and fundamental source of social integration (Hemstrom, 1996).

This study is significant because although there is much research that has examined women's marital satisfaction and role conflict, there has been little done to associate the two concepts in a meaningful manner. In an effort to do so, it is hoped this study will add to the knowledge base available to advanced practice nurses who work with clients facing the challenges of women's recent paradigm shift.

By examining the possible relationship between role conflict and marital satisfaction, advanced practitioners may be able to offer strategies and interventions to assist women who raise children in increasing their levels of marital satisfaction and

decreasing their role conflict. In addition, by working mutually with clients to maximize marital satisfaction and lessen or at least buffer role conflict, advanced practice nurses may simultaneously strive to promote optimal emotional and physical health of each family member and the family unit itself.

#### Statement of the Problem

Women challenged by the multiple role experience face demands not only from traditional role expectations of wife and mother, but also of employee. Responsibility for several roles allows an opportunity for role conflict to occur (Spurlock, 1995). Thus, to fully understand how marital satisfaction may be maximized in an effort to strengthen families, the potential association with role conflict warrants closer and more thorough examination. This study explored the association between the variables, women's role conflict and perceived marital satisfaction. Women who were married, mothers, and engaged in professional occupations were the subjects of interest. This study also sought to identify three potential objective sources of role conflict.

#### Hypothesis and Research Question

The hypothesis for this study was: There is a negative correlation between women's role conflict and perceived marital satisfaction.

The research question in this study was: How are the potential objective sources of role conflict (number of children, number of weekly hours worked, and type of employment) related to

perceptions of role conflict and ultimately to marital satisfaction?

## Review of the Literature

### Conceptual Definitions

#### Conceptual Definition of Women's Role Conflict

In considering the literature pertaining to women's role conflict (Amatea & Fong-Beyette, 1987; Greenglass, Pantony & Burke, 1988; Johnson & Johnson, 1980; Majewski, 1986; Moore & Gobi, 1995; Paden & Buehler, 1995; Spurlock, 1995; Stryker, & Statham, 1985), several crucial elements that define the phenomenon were prominent. First, as an antecedent, a woman must be engaged in two or more roles that possess significantly different expectations within each role as to how the roles are to be fulfilled. If these expectations are extremely diverse to the point of being incompatible, role conflict is likely to occur (Majewski, 1986; Moore & Gobi, 1995; Paden & Buehler, 1995).

A second recurrent theme in defining role conflict was the element of time, or more specifically, the lack of time (Moore & Gobi, 1995). Women engaged in multiple roles commonly experience a sense of never having enough time to accomplish all that is expected of them (Stryker & Statham, 1985). Role conflict often results when women believe that the lack of time causes some role domain responsibilities to suffer in order to promote other role domain expectations. This is further exacerbated by distractions and interruptions created by one role domain when women are engaged in fulfilling obligations in another role domain.



An additional constituent in defining role conflict apparent in the literature was the negative effect it can impose on women's health and well-being. This may be manifested in the forms of chronic fatigue and exhaustion, and in some women, more extreme psychological stress and depression (Amatea & Fong-Beyette, 1987; Goodwin, 1997; Greenglass et al., 1988; Houston, Cates & Kelly, 1992).

In synthesizing the above for purposes of this study, a conceptual definition of women's role conflict was developed. Role conflict is defined as an outcome for a woman engaged in fulfilling simultaneous roles characterized by the following: (a) expectations within one role create circumstances causing the fulfillment of another role's expectations to suffer, (b) a woman's belief there is not enough time to fulfill multiple role expectations, exacerbated by interruptions and distractions created by multiple roles, and (c) negative health and well-being.

#### Conceptual Definition of Women's Perceived Marital Satisfaction

Marital satisfaction in dual income couples has been studied in many recent research efforts (Moore & Gobi, 1995; Paden & Buehler, 1995; Vannoy & Philliber, 1992; Wiersma & Beng, 1991). These efforts have alluded to a global and general notion of marital satisfaction for both spouses while examining more specific interactions between a husband and wife, such as the division of labor.

Umberson (1995) defined women's marital satisfaction as having two components, the first being a belief that the spouse offers social support. Social support in Umberson's study was defined as the positive, emotionally satisfying qualities inherent in the marital relationship. The researcher's second component of marital satisfaction was a woman's sense that marital harmony was being attained in the relationship.

Paden and Buehler (1995) defined women's marital satisfaction as feeling supported emotionally, possessing a sense of being cared about, and feeling loved, esteemed and valued by a spouse. Greenstein (1995) proposed a definition of women's marital satisfaction that incorporated a woman's belief that there is fairness and equity present in the marital relationship, especially in regard to how tasks are divided such as caring for dependents and division of household labor.

For purposes of this study, a conceptual definition of women's perception of marital satisfaction was developed. It is an outcome characterized by a woman's belief that her marital relationship provides her with happiness, stability and support in an enjoyable context.

### Review and Synthesis of Existing Literature

#### Role Conflict

As more women entered the labor force in the late 1970's to mid 1980's, research on the resulting role implications proliferated (Burke & Weir, 1976; Holohan & Gilbert, 1979; Keith & Schafer, 1980). Studies identified increased marital

dissatisfaction among dual-earner couples with children (Bailyn, 1970; Orden & Bradburn, 1969; Wright, 1978). Women who had primary responsibilities for both care of the children and the household were found to be most dissatisfied (Berk, 1985; Rice, 1979; Scanzoni, 1978). This proliferation of roles for women often had the outcome of producing role conflict. Factors employed women identified as contributing to role conflict included: (a) lack of time, (b) child-related problems such as making optimal childcare arrangements, (c) unsatisfactory arrangements for shared division of housework with spouses, and (d) maternal guilt (Bishop, 1985).

Studies, however, conducted in the mid to late 1980's and early 1990's indicated employed married mothers were reporting decreased levels of stress and greater levels of marital satisfaction and well-being than married mothers who were not employed (Etaugh & Gilomen, 1987; Hibbard & Pope, 1985). Tiedje, Wortman, Downey, Emmons, Biernat and Lang (1990) found that for women engaged in performing multiple roles, both role conflict and enhancement were experienced simultaneously. A study by Schwartz (1994) of women who were either single or married, mothers or childless, working or not, revealed that for those who were married, women who had the most roles reported the most satisfaction in marriage.

These positive trends cited may be the result of:

(a) society accepting a working mother as the norm (Amato &



Booth, 1995), (b) women developing a sense of mastery over multiple roles (Elman & Gilbert, 1984), and (c) men participating more at home (Bernardo, Shehan & Leslie, 1987; Coverman, 1986; Greenstein, 1996).

Two trends regarding the impact of women's occupations on role conflict were noted in the literature. First was the association made between types of women's employment, and accompanying status, related to subsequent effects on marriage. In marriages where women had greater employment status (e.g., professional occupations) than their spouses, women's role conflict often increased along with marital discord (Thompson & Walker, 1989). Flexibility in women's employment with the emergence of time-flexible work opportunities for women, however, has been shown to lessen or buffer women's role conflict by decreasing the burden of having to choose between work and domestic role obligations (Moore & Gobi, 1995; Schwartz, 1989).

#### Marital Satisfaction

There is evidence to support a relationship between role conflict and marital satisfaction (Greenglass et al., 1988; Kluwer, Heesink, & Van De Vliert, 1997; Thompson & Walker, 1989; Yoge, 1986). Vannoy and Philliber (1992) explored how a wife's employment affected marital satisfaction. The researchers found that in couples where the wife participated in the labor force, decreased marital satisfaction was experienced.

Pina and Bengston (1993) reported that a working wife's perception of support from her husband was a driving force in shaping her sense of happiness, with marital satisfaction included in the conceptualization of a woman's happiness. The researchers directly linked more equal division of housework (social support) with greater happiness for women.

Tomlinson (1987) examined marital satisfaction during role acquisition after the birth of a first child. Women's evaluations of postbirth marital satisfaction were shown to be positively influenced by greater paternal involvement in childcare and negatively influenced by marital inequity (unequal gains from the relationship).

Rogers (1996) studied marital satisfaction by examining how the number of children impacts parental family demands. Findings suggested that as the number of children in a family increases, women employed full-time experience more marital conflict and less marital satisfaction. In Roger's study, this was attributed to marital interactions and quality that were compromised due to increased role conflict experienced by women.

#### Critique of Existing Literature

Role conflict and marital satisfaction appeared often in the literature. However, the availability of studies attempting to demonstrate a direct association between the two was very limited. In addition, methodological issues were noted. Many of the studies utilized variables grounded in perceptions only and lacked measures of an objective nature (Amato & Booth, 1995;

Majewski, 1986; Moore & Gobi, 1995). Regarding study design issues, while there was a large body of work that quantitatively described role conflict and marital satisfaction (Greenglass et al., 1988; Majewski, 1986; Vannoy & Philliber, 1992; Umberson, 1995), research of a longitudinal nature was lacking.

Another shortcoming was that samples in a majority of studies were relatively homogenous with little diversity in race, ethnicity and social class. Sample subjects were primarily comprised of white, upper income professionals (Darling-Fisher & Tiedje, 1990; Greenglass et al., 1988; Greenstein, 1996; Paden & Buehler, 1995). This may have affected study findings related to role conflict.

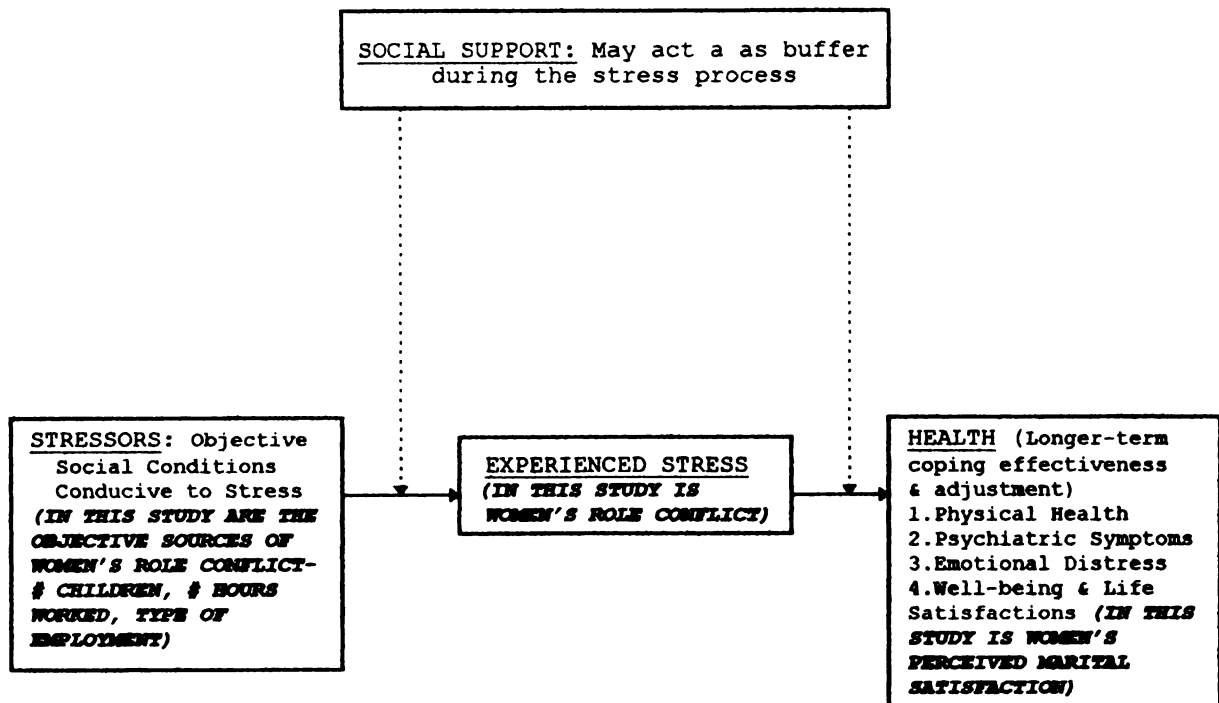
This study addressed some shortcomings in previous research by attempting to establish a direct association between women's role conflict and marital satisfaction. In addition, possible objective sources of role conflict were explored to take that variable out of a strictly subjective context.

### Theoretical Framework

Work by House (1981) was adapted to provide a theoretical framework for this study. House's original conceptual framework is depicted in Figure 1. The adapted theoretical framework for use in this study of role conflict and marital satisfaction is shown in Figure 2.

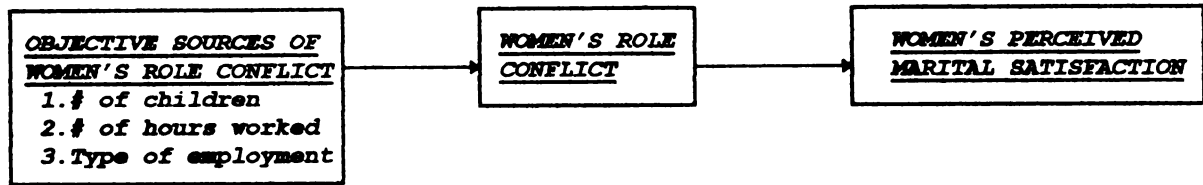
### House's Original Conceptual Framework

Figure 1, the original conceptual framework was developed by House for stress research to examine the relationships among



**Figure 1.** Conceptual framework for the stress process. Adapted from House (1981).





**Figure 2.** Adapted theoretical framework to associate women's role conflict and perception of marital satisfaction.

three key concepts; stress, social support and health. The variables used in this study, Objective Sources of Women's Role Conflict, Women's Role Conflict, and Women's Perceived Marital Satisfaction, are included within the original framework to illustrate their position within the framework. In the original framework, social support is seen as a coping strategy that has the ability to buffer the impact of stress on health. House conceptualized stress as a process first initiated by an individual's response to objective social conditions conceptualized as Stressors. This study's Objective Sources of Women's Role Conflict are included within House's conceptualization of Stressors. House suggested that these objective conditions are then perceived, internalized, and ultimately experienced as stress when individuals are unable to fulfill strong needs or values, or when demands and expectations exceed what they perceive they are capable. Accordingly, this study's variable, Women's Role Conflict, is included within House's conceptualization of Experienced Stress. House

conceptualized Health as an outcome affected by the stress process. Included in these outcomes are well-being and life satisfactions. The latter is of interest in this study such that this study's variable, Women's Perceived Marital Satisfaction, is included within Health as a type of life satisfaction.

#### Adapted Theoretical Framework for this Study

Figure 2 is a simplified adaptation for use in this study of House's original framework. What remains are the variables used in this study: (a) Objective Sources of Women's Role Conflict, (b) Women's Role Conflict and (c) Women's Perceived Marital Satisfaction.

The first variable in the simplified adapted framework, Objective Sources of Women's Role Conflict, has been derived from House's broader conceptualization of Stressors. The second variable in the adapted framework, Women's Role Conflict, is conceptualized as a response to objective stressors. In the adapted framework, Women's Role Conflict has been derived from House's broader conceptualization of Experienced Stress, and in this context is compatible with this study's conceptual definition of the variable.

The third variable in the adapted framework, Women's Perceived Marital Satisfaction, has been derived from House's broader conceptualization of Health. Marital satisfaction is viewed as a subset of life satisfactions, a component of health as defined by House, and in this context is compatible with the conceptual definition of marital satisfaction used in this study.

The linking mechanisms that capture relationships among concepts is more complex in the original framework due to House's larger set of variables. The adapted framework consists of only three primary variables that are directly associated. While the focus of this study was not to establish causality between role conflict and marital satisfaction, the adapted framework does utilize directional links congruent with this study's hypothesis and research question. The adapted framework visually proposes that the objective sources of role conflict influence role conflict, which in turn influences marital satisfaction.

## Methods

### Research Design

This study was a secondary analysis of data collected by Tiedje in 1992 that was part of a larger longitudinal study. The present study of women's role conflict and marital satisfaction utilized only one of the data collection points of the larger study and was executed within a non-experimental correlational design. It was hypothesized that role conflict negatively influenced marital satisfaction. This study also explored correlations among role conflict, marital satisfaction, and three objective sources of role conflict: (a) number of children, (b) number of weekly hours worked, and (c) type of employment.

### Sample

Tiedje's original sample consisted of 201 women selected in 1985 from two broadly defined occupational categories, university faculty and women employed in business. The mean age of the women

was 34.6 years. They had been married an average of 8.6 years, and had an average of 1.6 children. The median total family income was \$76,581. Unfortunately, the same demographic information regarding sample subjects at the time data were collected in 1992 (on which this study of role conflict and marital satisfaction was based) was not available, with the exception of the number of children. In addition, other demographic statistics including highest educational level achieved and ethnic background of subjects were not available.

Sample subjects involved in the larger longitudinal study provided data over a period of time gathered in the form of questionnaires known as Waves I-V. For additional information regarding recruitment, eligibility, and data collection procedures of the original study, refer to Appendix A. This study of role conflict and marital satisfaction was based on the Wave V data point administered by Tiedje in 1992, with 154 respondents (out of the initial sample size of 201 in 1985). Sample criteria for inclusion in this study of role conflict and marital satisfaction consisted of the following characteristics at the time Wave V data were drawn in 1992: (a) subjects were married, (b) subjects had at least one child, and (c) subjects were currently employed. All 154 Wave V respondents met the first two aforementioned criteria. Five subjects, however, were not currently employed and were therefore, deleted from this study's data analysis yielding a sample size of 149 for this study.

### Operational Definitions

#### Role Conflict

For this study, role conflict was measured in the eleventh section of the Wave V instrument, titled Role Conflict (Appendix D). Women's role conflict was operationally defined as the aggregate score from 13 Wave V Role Conflict scale items labeled RC1a, RC1c, RC1e, RC2d, RC2e, RC2f, RC2j, RC2k, RC2l, RC2p, RC2q, RC2r, and RC2s. Possible scores ranged from 13 to 65. For this study, the 13 Wave V Role Conflict scale items were reversed to allow for consistency with the marital satisfaction variable; thus higher scores indicated a higher degree of role conflict.

#### Marital Satisfaction

For this study, marital satisfaction was measured by use of the same six item sub-scale found in the fourth section of the Wave V questionnaire, titled Life Roles Satisfaction (Appendix D). Three of the items labeled LRS2a, LRS2b, and LRS2d, were phrased as satisfactions, and three items labeled LRS2c, LRS2e, and LRS2f, as strains. Women's perception of marital satisfaction was operationally defined in this study as the aggregate score of these six Wave V Marital Satisfaction scale items. As in the Wave V study, possible scores ranged from 6.00 to 30.00, with higher scores reflecting higher degrees of marital satisfaction.

#### Number of Children

This study analyzed the number of children the subjects were raising and caring for. Since the third section of the Wave V questionnaire, titled Parenting, did not include a direct

inquiry regarding number of children, one related scale item labeled P6a (Appendix D) was utilized to arrive at the needed information. Number of children was operationally defined by a new variable that was created having interval values of 1 through 4 directly corresponding to actual number of children, such that response options were: 1 (having one child), 2 (having two children), 3 (having three children), and 4 (having four or more children).

#### Number of Hours Worked

This study utilized existing Wave V numeric interval data in the first section titled Chronic Stress and Strain in Jobs, and used the item labeled JS1c (Appendix D). This data corresponded directly to the actual number of hours worked such that response options ranged from 12 (twelve hours a week worked), through 70 (seventy hours a week worked) serving as this study's operational definition of the variable.

#### Type of Employment

This study measured type of employment as either university faculty or employed in business. This was operationally defined by a dichotomous variable created for this study. The Wave V instrument did not specifically request participants to list occupation, but rather asked university faculty to describe more fully their employment conditions in the first section of the questionnaire titled Chronic Stress and Strain in Jobs (Appendix D). By use of item JS13, it was determined that the participants who did not respond at all to

this section, and who were currently employed, were employed in business. Status as being currently employed was determined by item JS1a.

### Protection of Human Subjects

This study was a secondary analysis of research previously approved. For information regarding previous research approvals and initial subject consent, refer to Appendix B. Approval was obtained for this study in June 1997, from the University Committee on Research Involving Human Subjects (UCRIHS) at Michigan State University, East Lansing, Michigan (Appendix C). Confidentiality was maintained for all study subjects during this most recent period of data utilization. As with prior research of the subjects, this was facilitated by identification of subjects in the data set by case number only.

### Instrument

The Wave V instrument, Stress and Coping Among Women Professionals, was used in this study (Appendix D). It is an adaptation of the previous Wave I-IV instruments developed by Tiedje et al. (1985) to study various dimensions of women's role conflict. The Wave V instrument is a 52 page self-administered questionnaire that incorporates several types of question formats: forced-choice, short answer narrative, and three five-item Likert scales responses. The Wave V questionnaire is organized into 13 sections.

### Women's Role Conflict

For this study, women's role conflict was measured in the eleventh section of the Wave V instrument using an adaptation of the Role Concurrence Perception scale initially developed by Tiedje et al. (1985) and utilized in Waves I-IV. The scale was originally designed to measure how women combine perceptions of role conflict and role enhancement. The adapted scale used by Tiedje for Wave V in 1992 was expanded to 25 items (13 role conflict items and 12 role enhancement items). The response options ranged from 1 (a great deal) to 5 (not at all), and within a second Likert scale, from 1 (very true) to 5 (not true at all). The items were grouped according to three role combinations: (a) overall career-family, (b) career-marriage, and (c) career-parenting.

Possible scores measuring role conflict ranged from 13.00 to 65.00. For this study, the 13 Wave V Role Conflict items were used after score reversal. A reliability analysis of these 13 scale items alone yielded an alpha coefficient of .82 for this study.

### Women's Perceived Marital Satisfaction

Women's perceived marital satisfaction was measured in this study by use of the same sub-scale found in the fourth section of the Wave V questionnaire. The sub-scale used measured marital satisfaction as one of three life satisfactions.

The three sub-scales were developed by Tiedje et al. (1985), using an adaptation of Pearlin and Schooler's (1978) measures of



satisfactions with life roles. Key elements the scale measured included: (a) a woman's perception of happiness with her marriage, (b) a woman's perception her marriage provides stability, (c) a woman's perception her marriage provides her with emotional support, and (d) a woman's perception her marriage is not a source of frustration, anger or insecurity to her. Each role domain (spouse, parent and employee) was examined with parallel six-item scales. All items were formatted with Likert-scale response choices with response options ranging from 1 (never or almost never) to 5 (always or almost always).

The possible range of marital satisfaction scores was 6.00 through 30.00. Higher scores reflected greater marital satisfaction. Reliability of the marital satisfaction scale items was demonstrated by Tiedje (1992) with an alpha coefficient of .89. A reliability analysis of these six scale items was repeated for this study and yielded alpha coefficient of .92.

#### Objective Sources of Women's Role Conflict

Objective scale items were present in the Wave V questionnaire that addressed the number of children, number of hours worked a week, and type of employment. Subjects were asked to report information pertaining to these areas based on current status at the time the Wave V survey was completed.

#### Data Analysis Plan

A preliminary review of the existing data set revealed that at the time of the Wave V survey, five of the subjects were not employed. Subsequently, the decision was made to delete these

five cases from this study. The rationale for this decision was that the role conflict scale items had been designed and structured for use by employed respondents. Since there was no information available regarding how long the five had been not employed, inclusion of them in analysis of the data could have been a distorting influence.

Data analysis was performed by the investigator using the SPSS 6.1 computer software program. A significance level of  $p = < .05$  was used in all analysis.

Descriptive statistics were computed to examine all variables. Because of the nature of the directional hypothesis based on the theoretical framework, a one-tailed correlational analysis was undertaken. A two step hierarchical regression analysis was performed to answer the research question. Initially, as the dependent variable, women's role conflict was regressed on number of children, number of weekly hours worked, and type of employment to determine if those potential sources of role conflict explained any variation in role conflict. Next, as the dependent variable, women's perceived marital satisfaction, was regressed on women's role conflict in addition to the three objective sources of role conflict; number of children, number of weekly hours worked, and type of employment to determine if those potential sources of role conflict, along with role conflict, explained any variation in marital satisfaction.

## Assumptions and Limitations of Study Methodology

### Assumptions

It was assumed that all participants in the study were able to read, comprehend, and understand the questions posed to them in the Wave V questionnaire. It was also assumed that the subjects submitted responses that were arrived at in an honest manner, and that sufficient time was allowed for accuracy.

### Limitations

Secondary analysis is inherently limited by a study design and data collection not specifically geared towards the research questions that drive the secondary analysis. In the present case, there are limitations on information regarding demographics, e.g., income data.

## Results

As described previously, five variables were used in this study. The descriptive characteristics are summarized in Table 1.

### Analysis of the Hypothesis and Research Question

The hypothesis for this study was: There is a negative correlation between women's role conflict and perceived marital satisfaction. A weak but statistically significant negative correlation with  $r = -0.16$ ,  $p < .05$  was observed between the two variables when employing a one-tailed test, indicating support for the hypothesis.

The research question in this study was: How are the potential objective sources of role conflict (number of children, number of hours worked, and type of employment) related to

Table 1

Descriptive Characteristics of Study Variables

Study variables	<u>n</u>	Mean	SD	Range
Role Conflict	149	36.08	7.92	18.00-61.00
Marital Satisfaction	<sup>a</sup> 149	22.83	4.54	9.00-30.00
Number of Children	<sup>b</sup> 148	1.98	0.76	1.00- 4.00
Number of Hours Worked:				
Total Sample	149	44.12	11.38	12.00-70.00
By Type of Employment				
Faculty	<sup>c</sup> 78	47.01	9.95	20.00-70.00
In Business	71	40.94	12.06	12.00-60.00

<sup>a</sup>

Six cases missing data; mean substitution within each case used.

<sup>b</sup>

One case missing data; missing case not used in analysis.

<sup>c</sup>

Five cases missing data; mean substitution for faculty used.

perceptions of role conflict and ultimately to marital satisfaction? Step 1 of the hierarchical regression model examined the effects of the potential sources of role conflict on role conflict. As Table 2 illustrates, number of children, number of weekly hours worked, and type of employment were not statistically significant and thus did not predict any effect on role conflict. Step 2 of the hierarchical model utilized the same independent variables as Step 1, but in addition, role conflict was entered as the first independent variable due to the

Table 2

Table of Step 1 of the Regression Model

Dependent Variable			
<u>Role Conflict</u>			
2			
<u>R</u> =.033 <u>F</u> sig.=.191			
Independent Variables:	<u>B</u>	<u>Beta</u>	<u>t-sig.</u>
Type of Employment	-1.92	-.124	.152
(as faculty or in business)			
# Hours Worked	.06	.088	.309
# of Children	1.21	.118	.157

previous establishment of a significant correlation between role conflict and marital satisfaction. As Table 3 illustrates, the combined effect of the variables accounting for variation of marital satisfaction was small and not significant. Individually, role conflict was the only variable that had a significant effect on marital satisfaction.

### Discussion

#### Interpretation of Findings

It was ascertained that a weak negative correlation existed between role conflict and marital satisfaction. Therefore, the study findings supported the hypothesis that an increase in role conflict is associated with a decrease in marital satisfaction.

Table 3

Table of Step 2 of the Regression Model

Dependent Variable			
<u>Marital Satisfaction</u>			
2			
<u>R</u> = .043 <u>F</u> sig. = .177			
Independent Variables:	<u>B</u>	<u>Beta</u>	<u>t</u> -sig.
Role Conflict	-.104	-.178	.035*
Type of Employment (as faculty or in business)	-.771	-.085	.327
# Hours Worked	-.002	-.004	.959
# of Children	.589	.098	.240

\* $p < .05$

Compared to previous research, this finding was similar to that found in the literature (Greenglass et al., 1988; Kluwer et al., 1997; Thompson & Walker, 1989; Yogeve, 1986).

While there was support for the hypothesis, the relationship was a weak one. First, it must be acknowledged that essentially the women were relatively satisfied with their marriages, as evidenced by a mean marital satisfaction score of 22.83 ( $SD = 4.54$ ), out of a possible high score of 30.00. In addition, as a group, they did not experience marked role conflict as evidenced by a mean score of 36.08 ( $SD = 7.92$ ), out of a possible high score of 65.00. However, one must still consider the weak

nature of the relationship. One possible explanation for the weakness was that the measure of role conflict was potentially inadequate as evidenced by the following:

1. By using only one data point out of longitudinal data, this study may not have accurately reflected the number of hours subjects worked per week during most of the period prior to subject's completion of the instrument.

2. This study lacked an adequate measure of work place flexibility. Type of employment, as university faculty or employed in business, did not specifically address the issue of work place flexibility, a potential buffering agent on role conflict.

3. This study lacked measures of the amount and type of support from others such as family, friends, or professional services. Such support is also a potential buffering agent on role conflict.

It was ascertained that the potential sources of role conflict (number of children, number of hours worked, and type of employment) were not related to women's perceptions of role conflict and subsequent marital satisfaction. With respect to role conflict, these findings are somewhat divergent from previous role conflict research. The literature often supported the importance of each potential source of role conflict used in this study (Moore & Gobi, 1995; Schwartz, 1989), especially the number of children (Rogers, 1996), as being key elements in the development of women's role conflict. However, most of the women

in this study had only one or two children. This may possibly explain the lack of association between number of children and role conflict found in this sample. Interestingly, however, while the literature identified increased hours of employment and certain types of employment with increased role conflict, women in this study worked more than 40 hours weekly either in business or as faculty. While faculty worked more hours ( $M = 47.01$ ,  $SD = 9.95$ ) than women employed in business ( $M = 40.94$ ,  $SD = 12.06$ ), no differences were seen in perceptions of role conflict for either group. These results may be explained by both employment types possessing work-place flexibility, a characteristic often lacking in types of employment such as non-professional blue and pink collar occupations.

Several other issues regarding the sample bear exploration as possible factors in yielding the results of this study. First, study outcomes may have been affected in part by the homogenous demographic characteristics of the sample, i.e., professional status and middle to upper income. Additionally, there was a lack of demographic information regarding the Wave V subjects. No information was available regarding subjects' ages, income, ethnic, or educational backgrounds. Broad assumptions could be made regarding age, income and educational backgrounds based on clues such as correlating ages of children to ages of subjects, university faculty being highly educated, and women employed as faculty and in business earning middle to high incomes. Still, had such demographic information been available, it is possible



study results would have been rendered more conclusive by virtue of factoring in the variability of additional demographic information.

Another issue pertaining to study subjects and subsequent study results was the easily identifiable truncation of the sample in regard to both marital satisfaction and role conflict. Keeping that in mind, it is reasonable to wonder if the correlation between role conflict and marital satisfaction would have been greater, had the sample experienced more role conflict and less marital satisfaction.

#### Implications of Results for Theoretical Framework

This sample was relatively satisfied with marriage and possessed a relatively low degree of role conflict. In addition, role conflict of the sample was not associated with number of children, number of hours worked, and type of employment. The theoretical framework used for this study illustrated a directional association between role conflict and marital satisfaction. Results of this study did support a directional negative correlation among role conflict and marital satisfaction. In this regard, use of the theoretical framework was appropriate. However, study results did not support any direct association of the objective sources of role conflict (number of children, number of hours worked, and type of employment) with role conflict, or indirect association with marital satisfaction. Regarding this, study results did not

support the inclusion of these objective sources of role conflict within the theoretical framework.

#### Implications of Results for Existing Literature

There have been few past studies attempting to specifically focus on and associate women's marital satisfaction and role conflict (Yogev, 1986) as this study did. Because analysis of the data did support the hypothesis, some new knowledge was gained by virtue of these results. Thus, these findings do add to the existing body of knowledge regarding these variables as both concepts and dynamic phenomena.

#### Implications of Results for Advanced

##### Nursing Practice and Primary Care

Results of this study suggested that there was a negative correlation between women's role conflict and marital satisfaction as expected. However, these women identified low levels of role conflict and high levels of marital satisfaction. These results lead to several practice implications for advanced practice nurses (APNs) in primary care.

The APN in primary care has the unique opportunity to develop professional relationships with employed, married women. The APN can acknowledge that while there may be some role conflict, marital satisfaction is still often high. The APN can reframe this dynamic for clients as a positive phenomenon women have achieved through successful coping measures. Positive reinforcement and support can be offered to women by the APN to perpetuate such effective coping. In addition, the APN can help

women explore and identify the sources of successful coping strategies to build an awareness of resources that can be tapped into if difficult or stressful situations arise in the future. Simultaneously, the APN needs to recognize that clients who are successfully coping and functioning at high levels may still have concerns regarding role conflict and marital satisfaction that must not be overlooked.

It is important for the APN to recognize that the potential exists for women clients to experience more role conflict and less marital satisfaction than the women in this study. The APN can assess for such increased role conflict through direct inquiry in the health history. If role conflict is identified, further focused inquiry can be conducted to ascertain the woman's perceived marital satisfaction. The APN can address this further with the client and explore options available to the woman, such as counseling services, stress management techniques, and whatever the client, herself, might perceive as helpful. Such interventions that include the spouse and address the marital dyad may be indicated.

Other interventions to reduce role conflict might include values clarification, priority setting, learning problem solving skills, and time management techniques. In addition, based on individual identification of the sources of role conflict, the APN can work with clients to utilize community resources that have a potential to lessen role conflict. Such community resources could include work-site child care, support groups,

and relaxation techniques. If such services are not available in the community, the APN may be instrumental in the development and implementation of them.

It is incumbent on the APN in primary care to keep informed of current research pertaining to women's role conflict and marital satisfaction. An ongoing effort to integrate accurate and relevant research findings into practice should be of priority.

#### Recommendations for Further Research

This study found that women's role conflict is but one factor associated with women's marital satisfaction. More research is needed to explore what other factors, such as coping strategies and communication patterns, may be that influence marital satisfaction of women. In addition, this study determined that the number of children, number of hours worked, and type of employment were not sources of women's role conflict. Additional research needs to be undertaken to identify more definitively the sources of role conflict such as limited financial and other resources, little opportunity for access to domestic goods and services, and compromised social support, which were not available in this study.

This study utilized a homogenous sample in terms of geographic location and professional career status. Future studies with more diverse samples may reveal that women's role conflict is more strongly correlated with marital satisfaction than was evident by results of this study. For example, subjects of different ethnicity, income and education levels, geographic

location, and employment types would enhance future sample diversity.

The instrument in this study may not have adequately captured degrees of role conflict and marital satisfaction. Future consideration should be given to expanding the measurement of these phenomenon with qualitative means. This could be accomplished through the use of focus groups and personal interviews. By continuing to hone and refine the description and measurement of women's role conflict and marital satisfaction, it may be ascertained what the other objective and subjective factors are that go into the development of role conflict and marital satisfaction.

This study utilized only women as subjects. While it is important to continue research that focuses on women's unique responses to role conflict and marital satisfaction, further research including partners could be useful in exploring the variables.

#### Summary

Little is found in the literature regarding the association between role conflict and marital satisfaction. In this study, these two variables were examined, along with the number of children, number of weekly hours worked, and type of employment. It was found that as role conflict increased, marital satisfaction decreased for employed married women. This information encourages APNs to assess working women's sense of role conflict to provide interventions that might reduce such

conflict. More research is needed as more women are working and are likely to be challenged with experiencing a multitude of concurrent roles.

## **APPENDICES**

## **APPENDIX A**

### **RECRUITMENT, ELIGIBILITY, AND DATA COLLECTION PROCEDURES OF THE ORIGINAL STUDY**



RECRUITMENT, ELIGIBILITY, AND DATA COLLECTION  
PROCEDURES OF THE ORIGINAL STUDY

Recruitment and Eligibility of the Original Sample

This study utilized an existing data set (Tiedje, 1992) that is part of a larger longitudinal data set (Tiedje et al., 1985-1997). Initially, Tiedje's study sample consisted of 201 women selected in 1985 through 1986. Potential participants were initially identified through employers. Inclusion criteria required women to: (a) work at least 30 hours a week, (b) be married, (c) currently be residing with their spouse, and (d) have at least one child between 12 months and five years of age. University professors were identified from faculty lists of the four largest universities in Michigan and the two largest in the greater Chicago area. All universities contacted agreed to participate. A telephone screening interview technique was used to ascertain eligibility of all females on the lists. From this method, 116 women were identified as eligible, of which 108 (93%) agreed to participate.

Business women were selected from firms in the same geographic vicinity as the universities. They were recruited through stratified random samples of law, accounting, advertising and banking companies that had 50 or more employees, were located within a five-county area in Michigan or in Cook County Illinois, and having one of four Standard Industrial Classification (SIC) codes corresponding to the four industries identified. The four

SIC codes corresponded to four industries that tend to attract female professional level employees.

The sampling frame was stratified by size into small, medium and large companies. In all, 104 companies were contacted; 72 in Michigan and 32 in Illinois. Of the Michigan companies, 68 (94%) agreed to participate, as did 26 (81%) of the Illinois based firms.

Because of concerns related confidentiality issues, most companies were reluctant to release names of their employees. To circumvent this, the personnel director of each firm was entrusted to identify all professional level women who met the eligibility criteria. In 70% of the companies, the personnel director was able to identify all such women and obtained permission for the researchers to contact the women directly.

In cases where the personnel director was unable to identify eligible subjects, directors were asked to distribute letters to all professional level employees. The letter described the study and included a reply form to indicate eligibility and interest of any women who wished to participate. By utilizing this process, 98 eligible business women were identified, of whom 93 (95%) agreed to participate.

#### Data Collection Procedures

In the original longitudinal study, once study participant's consents were obtained (Appendix B), data collection consisted of a personal interview and self-administered questionnaire completed at four month intervals over a twelve month period of

time (Waves I-IV, 1985-1986). In addition, spouses of participants completed self-administered questionnaires at the first and fourth data collection times (Waves I and IV).

The data this study utilized was collected from a follow-up questionnaire administered seven years later, known as Wave V. Prior to mailing of the Wave V questionnaire, an effort was made to contact the original 201 participants. Each woman was sent a letter with a return postcard to confirm current address and willingness to participate. In addition, telephone contact was made to many of the original participants to confirm the same.

Of the original 201 participants, 190 were located. Of these, ten expressed a desire to continue on in the study, but not to participate in Wave V. Questionnaires were mailed to the remaining 181 women in the fall of 1992. Of these women, 154 completed and returned the requested information.

Wave V questions included queries about father's participation in child care, role conflict, and satisfaction with employment, marital and parental roles. An instruction sheet with sample questions was included with the questionnaire, along with instructions specific to each section of the instrument. The information collected in Wave V was completed by women only; spouses did not participate.

## **APPENDIX B**

### **PREVIOUS RESEARCH APPROVALS AND SUBJECT CONSENT**

PREVIOUS RESEARCH APPROVALS AND SUBJECT CONSENT

March 5, 1986

## MEMORANDUM

TO: Dr. Linda Wilson  
Vice President for Research

FROM: James Wessel

SUBJECT: Human Subjects Review Committee

The Institute for Social Research Human Subjects Review Committee has reviewed the proposal entitled "Stress and the Coping Process: Role Strain and Role Conflict inn Wommen Professionals," to be conducted by Camille B. Wortman with support from the National Science Foundation (862110).

The Committee finds that this research satisfies the HHS directives as to the protection of the rights and welfare of human subjects. The investigator is hereby reminded of his obligation to advise the Review Committee of any change in protocol which might call into question the involvement of human subjects in a manner at variance with the considerations on which this approval is based.



James Wessel  
Assistant Director

JW/agj

cc: DRDA - Project Representative  
Hans Wagner  
Camille Wortman

ISR

# MICHIGAN STATE UNIVERSITY

February 19, 1996

TO: Linda Beth Tiedje  
A-230 Life Sciences Building

RE: IRB#: 96-059  
TITLE: MULTIPLE ROLE WOMEN: A FOLLOW UP  
REVISION REQUESTED: N/A  
CATEGORY: 1-C  
APPROVAL DATE: 02/19/96

The University Committee on Research Involving Human Subjects' (UCRIHS) review of this project is complete. I am pleased to advise that the rights and welfare of the human subjects appear to be adequately protected and methods to obtain informed consent are appropriate. Therefore, the UCRIHS approved this project and any revisions listed above.

**RENEWAL:** UCRIHS approval is valid for one calendar year, beginning with the approval date shown above. Investigators planning to continue a project beyond one year must use the green renewal form (enclosed with the original approval letter or when a project is renewed) to seek updated certification. There is a maximum of four such expedited renewals possible. Investigators wishing to continue a project beyond that time need to submit it again for complete review.

**REVISIONS:** UCRIHS must review any changes in procedures involving human subjects, prior to initiation of the change. If this is done at the time of renewal, please use the green renewal form. To revise an approved protocol at any other time during the year, send your written request to the UCRIHS Chair, requesting revised approval and referencing the project's IRB # and title. Include in your request a description of the change and any revised instruments, consent forms or advertisements that are applicable.



**PROBLEMS/  
CHANGES:**

Should either of the following arise during the course of the work, investigators must notify UCRIHS promptly: (1) problems (unexpected side effects, complaints, etc.) involving human subjects or (2) changes in the research environment or new information indicating greater risk to the human subjects than existed when the protocol was previously reviewed and approved.

**OFFICE OF  
RESEARCH  
AND  
GRADUATE  
STUDIES**

If we can be of any future help, please do not hesitate to contact us at (517)355-2180 or FAX (517)432-1171.

Sincerely,

*David E. Wright*  
David E. Wright, Ph.D.  
UCRIHS Chair

DEW:bed

University Committee on  
Research Involving  
Human Subjects  
(UCRIHS)

Michigan State University  
232 Administration Building  
East Lansing, Michigan  
48824-1046

517/355-2180  
FAX: 517/432-1171

## PARTICIPANT INFORMED CONSENT

Stress and Coping Among Women Professionals

Institute for Social Research

University of Michigan

I understand that the Institute for Social Research wants to study stress and coping in married women professionals who have small children. I understand that I will be interviewed four times over the course of the study about the problems I encounter in being a professional, a wife, and a mother, how I view these problems and how I manage them. I understand that my participation in this study is completely voluntary, and that I may withdraw from the study at any time. In addition, I understand that if I do not wish to answer a particular question, I may refuse to do so.

If I have any concerns or questions about the study, I understand that I may contact Dr. Carol Emmons at (313)763-4475 or Dr. Camille Wortman at (313)763-2359, and they will try to answer my questions to my satisfaction. Finally, I understand that the Institute for Social Research will keep all information completely confidential. Neither the National Science Foundation (NSF) nor any other agency, organization or academic institution will obtain information about individual respondents. NSF will, however, be provided with a final report with statistical data from everyone combined.

Respondent's Name (please print): \_\_\_\_\_

Respondent's Signature: \_\_\_\_\_

Witness: \_\_\_\_\_

Date: \_\_\_\_\_

## **APPENDIX C**

### **CURRENT (1997) RESEARCH APPROVAL**



CURRENT (1997) RESEARCH APPROVALMICHIGAN STATE  
UNIVERSITY

May 20, 1997

TO: Linda Beth Tiedje  
A-230 Life Sciences Building

RE: IRB#: 97-338  
 TITLE: WOMEN'S PERCEIVED MARITAL SATISFACTION AND ROLL  
 CONFLICT  
 REVISION REQUESTED: N/A  
 CATEGORY: 1-E  
 APPROVAL DATE: 05/19/97

The University Committee on Research Involving Human Subjects' (UCRIHS) review of this project is complete. I am pleased to advise that the rights and welfare of the human subjects appear to be adequately protected and methods to obtain informed consent are appropriate. Therefore, the UCRIHS approved this project and any revisions listed above.

RENEWAL: UCRIHS approval is valid for one calendar year, beginning with the approval date shown above. Investigators planning to continue a project beyond one year must use the green renewal form (enclosed with the original approval letter or when a project is renewed) to seek updated certification. There is a maximum of four such expedited renewals possible. Investigators wishing to continue a project beyond that time need to submit it again for complete review.

REVISIONS: UCRIHS must review any changes in procedures involving human subjects, prior to initiation of the change. If this is done at the time of renewal, please use the green renewal form. To revise an approved protocol at any other time during the year, send your written request to the UCRIHS Chair, requesting revised approval and referencing the project's IRB # and title. Include in your request a description of the change and any revised instruments, consent forms or advertisements that are applicable.



OFFICE OF  
RESEARCH  
AND  
GRADUATE  
STUDIES

PROBLEMS/  
CHANGES:

Should either of the following arise during the course of the work, investigators must notify UCRIHS promptly: (1) problems (unexpected side effects, complaints, etc.) involving human subjects or (2) changes in the research environment or new information indicating greater risk to the human subjects than existed when the protocol was previously reviewed and approved.

If we can be of any future help, please do not hesitate to contact us at (517)355-2180 or FAX (517)432-1171.

Sincerely,

*David E. Wright*  
 David E. Wright, Ph.D.  
 UCRIHS Chair

DEW:bed

cc: Mary E. Markle

University Committee on  
Research Involving  
Human Subjects  
(UCRIHS)

Michigan State University  
245 Administration Building  
East Lansing, Michigan  
48824-1046

517/355-2180  
FAX 517/432-1171

## **APPENDIX D**

### **STRESS AND COPING AMONG WOMEN PROFESSIONALS**

**STRESS AND COPING AMONG WOMEN PROFESSIONALS:**

**WAVE V SECTION #11 TITLED ROLE CONFLICT**

**USED IN THIS STUDY TO MEASURE ROLE CONFLICT**

RC1. Professional people sometimes experience conflicts between their work and family roles. The next questions focus on how you think your performance in various roles is enhanced or hurt by the fact that you are involved in multiple roles.

A Great Deal	Quite a Bit	Some	Just a Little	Not at All
(1)	(2)	(3)	(4)	(5)

RC1a. How much does your performance in your career suffer because of your family life or responsibilities?

RC1c. How much does your relationship with your husband suffer because of your career or your responsibilities at work?

RC1e. How much does your relationship with your child(ren) suffer because of your career or your responsibilities at work?

RC2. Please indicate how true the following statements are of your thoughts about combining a career and family.

Very True (1)	Fairly True (2)	Somewhat True (3)	Not Very True (4)	Not at All True (5)
---------------------	-----------------------	-------------------------	-------------------------	---------------------------

RC2d. Having a family has slowed down my career development.

RC2e. Having a family makes it difficult for me to compete professionally with men, single people, and people without children.

RC2f. My family causes me to have distractions and interruptions at work.

RC2j. Having a career often leaves me too exhausted to enjoy time with my husband.

RC2k. Having a career leaves me with too little time to support my husband's career the way I should.

RC2l. My having a career places more demands on my husband, leaving him with less time to devote to his own career.

RC2p. Having a career causes me to miss out on some of the rewarding aspects of being a parent.

RC2q. Having a career often causes me to be tired, irritable, or short-tempered with my child(ren).

RC2r. Having a career leaves me with too little time to be the sort of mother I'd like my child(ren) to have.

RC2s. Because of my family response-abilities, the time I spend working is less enjoyable and more pressured.

WAVE V SECTION #4 TITLED LIFE ROLES SATISFACTION  
USED TO MEASURE MARITAL SATISFACTION IN THIS STUDY

LRS2. I'd like you to think about all the pleasures and problems that go into daily life with your husband. Taking everything into consideration, during the past month, how often have you:

Never or Almost Never	Rarely	Sometimes	Often	Always or Almost Always
(1)	(2)	(3)	(4)	(5)

LRS2a..felt happy in your marriage?

LRS2b..felt satisfied in your marriage?

LRS2c..felt frustrated or angry in  
your marriage?

LRS2d..enjoyed yourself in your  
marriage?

LRS2e..felt insecure in your marriage?

LRS2f..felt unhappy in your marriage?

WAVE V SECTION #3 TITLED PARENTING USED TO  
MEASURE NUMBER OF CHILDREN IN THIS STUDY

P6. Here are some descriptions of children's behavior. We'd like you to indicate how much each describes the behavior of each of your children during the past month by circling the appropriate number. Start with the youngest child. For their age are your child(ren)...

	a.	b.	c.	d.
	Name	Name	Name	Name
	Age	Age	Age	Age
P6a...Restless and overactive?				
1. Very Much	1	1	1	1
2. Pretty Much	2	2	2	2
3. Just a little	3	3	3	3
4. Not at all	4	4	4	4

WAVE V SECTION #1 TITLED CHRONIC STRESS AND STRAIN IN JOBS  
USED TO MEASURE NUMBER OF WEEKLY HOURS WORKED IN THIS STUDY

JS1c. How many hours do you work per week? \_\_\_\_\_

WAVE V SECTION #1 TITLED CHRONIC STRESS AND STRAIN IN JOBS  
USED TO MEASURE TYPE OF EMPLOYMENT IN THIS STUDY

JS1a. Are you currently employed?            yes            no

JS13. If you work in a university, what is your present academic rank?

1.       Assistant
2.       Associate
3.       Full professor
4.       Other

## **LIST OF REFERENCES**

### List of References

Amatea, E. S., & Fong-Beyette, M. L. (1987). Through a different lens: Examining professional women's interrole coping by focus and mode. Sex Roles, 17, 237-252.

Amato, P., & Booth, A. (1995). Changes in gender role attitudes and perceived marital quality. American Sociological Review, 60, 58-66.

Bailyn, L. (1970). Career and family orientations of husbands and wives in relation to marital happiness. Human Relations, 23, 97-113.

Berk, S. (1985). The gender factory: The apportionment of work in American households. New York: Plenum.

Bernardo, D., Shehan, C., & Leslie, G. (1987). A residue of tradition: Jobs, careers and spouse's time in housework. Journal of Marriage & the Family, 49, 381-390.

Bishop, B. (1985). Childcare: Where do we go from here? Maternal/Child Nursing, 10, 153.

Burke, R., & Weir, T. (1976). Relationships of wives' employment status to husband, wife and pair satisfaction and performance. Journal of Marriage & the Family, 36, 279-287.

Coverman, S. (1986). Changes in men's housework and child care time: 1965-1975. Journal of Marriage & the Family, 48, 413-422.

Darling-Fisher, C., & Tiedje, L. B. (1990). The impact of maternal employment characteristics on father's participation in child care. Family Relations, 39 (1), 20-26.

Elman, M., & Gilbert, L. (1984). Coping strategies for role conflict in married professional women with children. Family Relations, 33, 317-327.

Etaugh, C., & Gilomen, G. (1987). Perceptions of mothers: Effects of employment, marital status and child's age. Paper presented at the Midwest Psychological Association conference, Chicago.



Goodwin, S. (1997). The marital relationship and health in women with chronic fatigue and immune dysfunction syndrome-views of wives and husbands. Nursing Research, 46 (3), 138-146.

Greenglass, E., Pantony, K., & Burke, R. (1988). A gender-role perspective on role conflict, work stress and social support. Journal of Social Behavior & Personality, 3, 317-328.

Greenstein, T. N. (1996). Husband's participation in domestic labor: Gender ideologies. Journal of Marriage & the Family, 58 (3), 585-595.

Greenstein, T. (1995). Ideology, marital disruption, and employment of married women. Journal of Marriage & the Family, 57 (3), 31-42

Hemstrom, O. (1996). Is marriage dissolution linked to differences in mortality risks for men and women? Journal of Marriage & the Family, 58 (2), 366-378.

Hibbard, J., & Pope, C. (1985). Employment status, employment characteristics and women's health. Women's Health, 10, 59-77.

Holahan, C., & Gilbert, L. (1979). Interrole conflict for working women: Careers versus jobs. Journal of Applied Psychology, 64, 86-90.

House, J. (1981). Work stress and social support. Reading, MA: Addison-Wesley Publishing.

Houston, B., Cates, D., & Kelly, K. (1992). Job stress, psychosocial strain, and physical health problems in women employed full-time outside the home and homemakers. Women & Health, 19 (1), 1-27.

Johnson, C., & Johnson, F. (1980). Parenthood, marriage, and careers-situational constraints and role strain. Dual-career couples. Beverly Hills, CA: Sage.

Keith, P., & Schafer, R. (1980). Role strain and depression in two-job families. Family Relations, 29, 483-488.

Kluwer, E., Heeskink, J., & Van De Vliert, E. (1997). The marital dynamics of conflict over the division of labor. Journal of Marriage & the Family, 59, 635-653.

Majewski, J. (1986). Conflicts, satisfactions, and attitudes during transition to the maternal role. Nursing Research, 35 (1), 10-14.

Moore, D., & Gobi, A. (1995). Role conflict and perceptions of gender roles. Sex Roles, 32 (3/4), 251-269.

Orden, S., & Bradburn, N. (1969). Working wives and marriage happiness. American Journal of Sociology, 74, 362-407.

Paden, S., & Buehler, C. (1995). Coping with the dual-income life style. Journal of Marriage & the Family, 57 (3), 101-110.

Pearlin, L. I., & Schooler, C. (1978). The structure of coping. Journal of Health & Social Behavior, 19, 2-21.

Pina, D., & Bengston, V. (1993). The division of household labor and wife's happiness: Ideology, employment and perceptions of support. Journal of Marriage & the Family, 55, 901-912.

Rice, D. (1979). Dual career marriages: Conflict and treatment. New York: The Free Press.

Rogers, S. J. (1996). Mother's work hours and marital quality. Journal of Marriage & the Family, 58 (3), 606-617.

Scanzoni, J. (1978). Sex roles, women's work, and marital conflict. Lexington, MA: Lexington Books.

Schwartz, F. (1989). Management women and the new facts of life. Harvard Business Review, 67, 65-76.

Schwartz, P. (1994). Peer marriage: How love between equals really works. New York: The Free Press.

Sheehy, G. (1995). New passages. New York: Random House.

Spitze, G. (1988). Women's employment and family relations: A review. Journal of Marriage & the Family, 50, 595-618.

Spurlock, J. (1995). Multiple roles of women and role strains. Health Care for Women International, 16 (6), 501-508.

Stryker, S. & Statham A., (1985). Symbolic interaction and role theory. In G. Lindzey & E. Aronson (Eds.), Handbook of social psychology: Vol. 1 (3rd ed., pp. 311-378). New York: Random House.

Thompson, L., & Walker, A. (1989). Gender in families: Women and men in marriage, work and parenthood. Journal of Marriage & the Family, 51, 845-871.

Tiedje, L.B., Wortman, C., Downey, G., Emmons, C., Biernat, M., & Lang, E. (1985). Role conflict study: Conflict and enhancement sub-scales. Unpublished instrument, University of Michigan, Ann Arbor, MI.

Tiedje, L. B., Wortman, C., Downey, G., Emmons, C., Biernat, M., & Lang, E. (1990). Multiple role women: Inter-role compatibility perceptions, role satisfaction and mental health. Journal of Marriage & the Family, 52, 63-72.

Tiedje, L.B., Wortman, C., Downey, G., Emmons, C., Biernat, M., & Lang, E. (1992). Stress and coping among women professionals, Wave V. Unpublished instrument, Michigan State University, East Lansing, MI.

Tomlinson, P. (1987). Spousal differences in marital satisfaction during transition to parenthood. Nursing Research, 36 (4), 239-243.

Umberson, D. (1995). Marriage as support or strain? Journal of Marriage & the Family, 57 (3), 709-723.

Vannoy, D., & Philliber, W. (1992). Wive's employment and quality of marriage. Journal of Marriage & the Family, 54, 387-398.

Wiersma, U., & Beng, P. (1991). Work-home role conflict, family climate, and domestic responsibilities among men and women in dual-earner families. Journal of Applied Social Psychology, 21 (15), 1207-1217.

Working women adding to their numbers. (1995, March 10). The Wall Street Journal, p. B1.

Wright, J. (1978). Are working women really more satisfied? Evidence from several national surveys. Journal of Marriage & the Family, 40, 301-313.

Yogev, S. (1986). Relationships between stress and marital satisfaction among dual-earner couples. Women & Therapy, 5, 313-330.

MICHIGAN STATE UNIV. LIBRARIES



31293017075288