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Role Satisfaction

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Role Satisfaction in Working Mothers:
A Comparison of Occupational Status

Mary G. O'Donnell

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Running Head: EFFECTS OF OCCUPATION ON ROLE SATISFACTION

Abstract

The effects of employment on a working mother's overall role satisfaction was examined as a function of occupational status (professional, middle management, working class). Sixty women of differing employment levels were given a questionnaire of items concerning their experiences as working mothers. Professional women were found to be at an advantage. They possessed significantly higher levels of work orientation and job satisfaction than both middle management and working class women, and higher levels of family satisfaction than working class women. Professional women were also slightly more satisfied with their roles, but this effect was not significant. A stepwise multiple regression revealed that job satisfaction, followed by family satisfaction, were significant predictors of role satisfaction. These results suggest that working class women are at a disadvantage in achieving role satisfaction. They do not have the privileges the other groups do (higher status, salary, family support) and may in fact have more obligations in the home.

Role Satisfaction in Working Mothers:
A Comparison of Occupational Status

The number of mothers participating in the work force has been increasing steadily due to an higher standard of living and social acceptance of women in the workplace (Hoffman & Nye, 1974). As of 1980, 65% of women between the ages of 20 and 54 , 50% of all married women, and 43% of women with preschool children were employed (U. S. Department of Labor, 1980). A vast amount of research has focused on how the dual-role position these women experience contrasts with mothers who do not work. In some studies, employment has been found to enhance a woman's life experiences; in others, it results in conflict and anxiety. Women seem to react to their dual-role position of paid worker and wife and mother without any consistency. The existing literature has examined which variables *are conducive or detrimental to role satisfaction in working mothers.*

Traditional role theories (Goode, 1960, Slater, 1963) hold the view that the demands of multiple roles produces strain or conflict. They consider the human person as being limited in the amount of energy they possess. These theories fall under the heading of the "scarcity" hypothesis. However, more recent theories support an "enhancement" hypothesis (Marks, 1977, Seiber, 1974). They emphasize the benefits of multiple roles: status, privileges, increased self-esteem, security.

Involvement in several roles is seen as a source of stimulation and social validation.

The controversy over these conflicting viewpoints continues. Long and Porter (1984) offer a possible solution. They propose that the psychological consequences of multiple roles is dependent on the nature of the roles, in addition to the number of roles. In particular, social roles differ as a function of the privileges and obligations that are associated with them. Long and Porter conclude that involvement in the same number of roles may have different outcomes depending on the roles included, and an individual's experience within each role.

The effects of the multiple roles a working mother encompasses becomes a complex issue. Women from different levels of employment do not experience their roles in the same ways. Professional women, with their increased education, status and salary, react different from middle management and working class women to dual role. For these reasons a comparisons of these groups is necessary to understand what contributes to role satisfaction for each occupational status, and where differences exist. If inconsistencies are uncovered, the idea of viewing working mothers as a homogeneous group must be put aside. Reseachers may have to stop making broad generalizations about these women when using a sample limited to one status. By locating status differences the needs of each group can be identified, and met by

employers.

The number of variables contributing to role satisfaction are many, encompassing different aspects of the working mother's life. They include her own orientation towards work, psychological health, job satisfaction, family satisfaction, and conflict between roles and how she manages conflict. In addition, her educational level and social status influence how she perceives her role. These variables have been examined separately by many researchers. By bringing them together and comparing across status groups, a more comprehensive view of role satisfaction may come to light.

Work Orientation

A woman's attitudes and values towards work contribute to how she perceives the role of paid worker. Women whose mothers worked, therefore serving as role models, are more likely to view employment positively (Hartley, 1964); whereas, women who identify with a traditional mother have a lessened interest in employment (Heilbrun, 1969). Mothers who anticipated working earlier in life are more likely to seek jobs and view these jobs positively (Hartley, 1964, Rallings & Nye, 1979). Lastly, women who have less traditional sex role orientations view employment more positively (Scanzoni, 1970). It has been suggested that working women in general have been found to have less traditional notions of sex roles (Hoffman & Nye, 1974).

As a woman's level of education increases, so does her orientation towards work (Pietromonaco, Manis, & Frohardt-Lane, 1986, Rallings & Nye, 1979). Higher educational levels are predictive of job satisfaction (Rudd & McHenry, 1986) and are correlated with employment status (Baruch & Barnett, 1986). It appears that a woman with increased education may experience more role satisfaction than a woman with lower levels of education.

Apparently, a woman who is more oriented towards work would probably be satisfied with her dual-role. She is more likely to have identified with this role before obtaining it. All together, or alone, these factors contribute to a woman's well-being and to her role satisfaction.

Psychological Factors

Self-esteem has often been used as an indicator of well-being. Employed women have been found to have a more positive image of themselves than nonemployed women (Hoffman & Nye, 1974). Baruch and Barnett (1986) found that most predictive factor of self-esteem in women is the role of paid worker. Self-esteem was seen to increase as the number of social roles a woman occupied increased (wife, mother, paid worker, volunteer). Women who occupied the roles of paid worker and mother were found to have the highest levels of self-esteem. However, it has also been suggested that an increase of

social role increases self esteem for career oriented women, yet decreases for women who are traditionally oriented (Pietromonaco, et.al.,1986). Self-esteem has been seen to increase with employment status (Rallings & Nye,1979). These findings may suggest that career oriented women will achieve higher employment status and possess greater self-esteem.

Working mothers are thought to experience increased levels of anxiety and guilt due to conflicts between the roles of paid worker and mother. Rallings and Nye (1979) found that level of employment positively influences working mother's level of anxiety and guilt. Barnett and Baruch (1985) found that the number of roles did not increase anxiety and in an additional study found that it actually decreased depression (1986). The increased levels of self-esteem and income working mothers enjoy were found to decrease anxiety and depression. By itself, psychological health cannot predict role satisfaction. The two parts of the dual-role working women experience must be examined: their role as paid worker and their role as mother.

Job Variables

The woman's job itself, and its effect on her role as mother, can enhance or impair satisfaction. If a woman views her job as a chore, and receives no personal enjoyment from it, she will be less satisfied

than a woman who feels accomplishment, pride, and competence in her employment position. A woman may experience more satisfaction if she is working for personal reasons rather than for necessity, and it is believed that with increased levels of education, a woman is more likely to work for personal reasons (Hoffman & Nye, 1974, McHenry, Hamdorf, Walters, & Murray, 1985). A desire for accomplishment signifies an increased commitment to one's job. Burke and Weir (1976) suggest that wives who choose to work when it is not necessary for economic reasons are then actualizing a preference, and are more oriented towards work.

Job satisfaction has been found to be the strongest predictor of role satisfaction in working mothers (McHenry, et al., 1985). Women with an increased number of social roles are believed to possess higher job satisfaction (Pietromonaco, et al., 1986). Factors such as satisfaction with salary, flexibility, performance, employment progress, working conditions, employment status, and being able to rotate attention between job and family (Gray, 1983) contribute to job satisfaction. Nonetheless, a woman's satisfaction with her family life will interact with job satisfaction in determining role satisfaction.

Family Variables

The other half of the dual role position is that of wife and mother. A woman's relationship with her family is extremely important to her

well-being. A working mother's role satisfaction is dependent on the levels of support she feels she receives from her husband and children (Gray, 1983, Hoffman & Nye, 1974, McHenry, et al., 1985, Rudd & McHenry, 1986). Family support has been found to be a stronger determinant of job satisfaction (Rudd & McHenry, 1986) than variables associated with the job itself.

In addition to the support of her children, a working mother needs to feel that her children are well cared for in order to prevent feelings of guilt reactions about the dual role position. Mothers are more likely to work when child care is easily available and at reasonable cost (Rallings & Nye, 1979). Satisfaction with child care is directly related to job satisfaction (Harrel & Ridley, 1975, Rudd & McHenry, 1985). When a mother perceives child care to be satisfactory she can devote more time and energy to her work role.

A woman's relationship with her husband will effect her role satisfaction. Yogev (1981) revealed that 70.5% of the women in her study believed their careers improved their marriages. Working mothers have been found to have higher levels of marital satisfaction (Burke & Weir, 1976, Housenknect & Macke, 1981). Working wives have been found to communicate more with their husbands, and they have higher levels of mental and physical well being (Burke & Weir, 1976). Hoffman and Nye (1974) found that when the wife is employed there is

more conflict and arguing in the marriage, but this does not lead to dissatisfaction. However, they also proposed that employment in lower class women can decrease marital satisfaction; the husband feels threatened in his role of male provider. Marital satisfaction increases with education and social class (Housenknect & Macke, 1981). Therefore, marital satisfaction may be less in lower class employed mothers.

Conflict

The result of the dual role position is that working mothers attempt to balance the responsibilities of both home and job, often resulting in increased conflict among roles. Societal norms stress the belief that these women can give full commitment to both job and family which increases potential role strain (Roland & Harris, 1979). Working mothers perceive family responsibilities as primarily theirs, not the husbands (Yogev, 1981). Gray (1983) found that 77% of the working mothers in her sample experienced strain between their family and career roles, and Johnson and Johnson (1977) found that every woman in their sample of dual-career families reported concern over these same conflicts. Employed mothers have been found to report more conflict, increasing as educational levels increase (Barnett & Baruch, 1985).

Bodin and Mitelman (1983) studied the sources of conflict in 442

working mothers. These women listed areas of conflict such as house cleaning, meal preparation, child care, arrangement for special lessons, finances, laundry, shopping, and household management. Time demands were found to be excessive for 60% of the women. Many reported not having enough time for their children, friends, and personal development.

In a study of professional working mothers, Gray (1983) proposed that some coping strategies increased levels of satisfaction. These were sharing household tasks, reducing standards within roles, scheduling and organizing, considering personal interests important, and having family members help in resolving conflicts. She also identified coping strategies that negatively effected satisfaction, such as elimination of roles, keeping roles separate, overlapping roles, and attempting to meet all expectations. Gray suggests that working mothers should not try to lead separate lives at work and at home, and they need to realize that they are not capable of living up to all of society's expectations of a mother and of a paid worker.

The sharing of household tasks with the husband can greatly reduce many sources of conflict. The extent to which a husband participates in house and child care influences how much time a women can devote to her job (Hoffman & Nye, 1974). Yogev (1981) found that husbands of working mothers devote more time to housework and family care than

husbands of housewives, but women still have the majority of the responsibility. She also found that women do not expect or want husbands to share these tasks.

Ericksen, Yancy, and Ericksen (1979) attempted to determine when a husband would be most likely to participate in household tasks. They found that shared roles are most likely to exist when the husband has a low income, the wife a high level of education, or no children under 12 are present. It has been suggested, that when income is high, husbands are less likely to contribute to household work due to the fact the couple can hire outside help (Yogev, 1981). This suggestion is somewhat consistent with research findings.

The time demands of the dual-role woman often leave her little time to devote to personal activities. Working women spend less time entertaining and in recreational activities that require large blocks of time (Hoffman & Nye, 1974). Involvement in work negatively effects a woman's involvement in non-family oriented recreation (Rallings & Nye, 1979). It has even been suggested that a working mother has as little as 3.8 hours per week to devote to herself (Yogev, 1983) after she has finished her job and home responsibilities (assuming she sleeps eight hours a night). This area of conflict can lead to decreased satisfaction and working women need to manage time effectively to incorporate their own growth (Gray, 1983). If husbands were to help

with domestic responsibilities conflict in this area would be reduced.

Hypothesis

In accordance with Long and Porter (1984) , it can be suggested that professional women will possess higher levels of role satisfaction than middle management or working class women due to an increased number of privileges. They work for personal reasons and a need for accomplishment. They enjoy higher salaries and employment status, with increased advancement opportunities, creating an atmosphere conducive to job satisfaction. These women are more likely to be oriented towards work, have less traditional role orientations, high self esteem , and low depression. Many of their obligations are removed, or reduced. Due to an increase in salary these women can afford competent child care and hire domestic help. Their marital relationship should be satisfying, and spouses should be supportive of their employment, and share in tasks. By alleviating conflict, these women have more time to devote to both their jobs and their personal development.

However, it is possible for professional women to have low levels of role satisfaction, due to an increase in their number of obligations connected to their jobs. They may be required to travel, bring work home with them, or schedule meetings after work or on the weekends. An increased devotion to their jobs may encourage feelings of guilt for

neglecting the family. Spouses or children may feel that the woman does not spend enough time with them, and be less supportive.

Working class women, in turn, may exhibit the lowest levels of role satisfaction, they have the least number of privileges, and the most obligations. They are more likely to work out of necessity than choice. Their low salaries do not afford them a wide choice of child care options and prevent them from hiring assistance with domestic responsibilities. Their husbands may be threatened by, and therefore less supportive of the wives' employment, resulting in decreased marital satisfaction. Although men with lower incomes (as their husbands are most likely to be) help with more tasks, women still accomplish the majority of domestic tasks. Working class women then have more time demands upon them, resulting in few opportunities for personal development. These factors will lead to an increase of conflict in the working class woman's life.

Satisfaction will depend on how the working class woman interprets her role. She may view her job as helping the family more than her staying at home. By adding to the family's total income, she can provide more for her children. Bills and household expenditures will be less of a strain than had she remained a housewife.

Middle management women should have moderate levels of role satisfaction. They share some of the benefits of professional women

and some of the negative aspects that working class women experience. They are more likely to receive higher salaries, financially enabling them to hire domestic help and child care. However, these women may be frustrated in their roles. They may hold jobs that offer little opportunity for advancement when they desire to accomplish more. Middle management jobs may stifle them, preventing them from reaching their full potential. Family members may not view these job as important, and offer her less support.

However, in essence, for all working mothers, role satisfaction will depend on individual job and family satisfaction, psychological health, and conflict management, regardless of employment status.

Method

Design

The data collected were analyzed through a stepwise multiple regression to predict determinants of role satisfaction, and a Oneway Multivariate Analysis of Variance (MANOVA), with three levels of the independent variable, occupational status (professional, middle management, working class), and eight dependent variables: work orientation, sex-role moderninity, self-esteem, depression, job satisfaction, family satisfaction/support, conflict, and role satisfaction.

Subjects

The subjects in the study were 60 working mothers. There were 21 professional (university faculty and lawyers), 23 middle management (teachers, secretaries), and 16 working class (department store workers and waitresses). The criterion for inclusion was that they were married at the present time and had at least one child present in the home. Only job category was considered in the status classification.

Materials

The materials consisted of a questionnaire (see Appendix) containing items addressing demographics, work orientation, job satisfaction, family satisfaction, and role satisfaction. In addition the Scanzoni (1978) Sex-Role Modernity Scale, the Rosenberg (1965) Self-Esteem Scale, and the depression subscale of the Hopkins Symptom Checklist (Derogatis, et al., 1974) were administered. Opportunity for the women to make further comments about their experience as working mothers was provided at the end of the questionnaire.

Procedure

Subjects received the questionnaire and a consent form in the mail. After signing the consent form, they completed the questionnaires and returned them by means of stamped addressed envelope included with

the questionnaire.

Results

Differences due to status

The Oneway MANOVA implied that the eight dependent variables were significantly affected by status using Wilks' criterion, $F(2, 57) = 10.84, p = .00$. To identify which dependent variables were specifically affected, stepdown F-tests were employed. The stepdown analysis revealed significant status differences for work orientation ($F(2, 57) = 48.83, p = .00$), job satisfaction ($F(2, 57) = 220.89, p = .00$), and family satisfaction/support ($F(2, 57) = 6.24, p > .004$). A relevant trend towards significance was also seen for role satisfaction ($F(2, 57) = 2.84, p > .06$).

Post-hoc analyses were computed to locate the specific status differences for the three significant dependent variables (work orientation, job satisfaction, family satisfaction/support) and for role satisfaction.

Insert Figures 1,2,3, and 4 about here

Professional women were found to be more oriented towards work ($X = 9.3$) than women in both middle management ($X = 6.95$) and working class ($X = 5.3$) positions ($p > .05$). In turn middle management women

were more oriented towards work than working class women ($p > .05$). For job satisfaction, once again professional women ($X = 42.14$) scored higher than the other two status groups (middle management, $X = 36.69$, working class, $X = 32.18$), and middle management were higher than working class women, at the .05 level. Scores for family satisfaction/support differed; professional ($X = 52.42$) and middle management ($X = 48.65$) women were significantly more satisfied with their families ($p > .05$) than working class women, but there was no difference between these groups. Lastly, for role satisfaction, professional women were more satisfied ($X = 3.47$) than either middle management women ($X = 2.95$) and working class women ($X = 2.93$).

No significant status differences were found for sex-role modernity, self-esteem, depression, or conflict management. All groups seemed to possess somewhat modern views towards sex roles. They were in good psychological health, having high self-esteem, and showing little depression. All status groups showed moderate levels of conflict management, yet no group surpassed the others.

Predictors of role satisfaction

Although not statistically robust due to small sample size, a stepwise multiple regression was utilized to try to repeat the findings of McHenry, et al. (1985); indeed, the findings were consistent. The dependent variable in the equation was role

satisfaction, and the independent variables were work orientation, job satisfaction, sex-role modernity, self-esteem, family satisfaction/support, and depression. The analysis revealed that job satisfaction was the strongest predictor of role satisfaction ($r = .44$, $p > .0057$), followed by family satisfaction/support ($r = .42$, $p > .0031$). Together these two variables account for 35% of the variance.

Discussion

The present data seem to paint a picture portraying professional women as content and satisfied and working women as less so. This may or may not be so, yet the professional women do seem to be at an advantage. Consistent with Long and Porter (1984), the response to multiple roles seems to be a function of the privileges and obligations associated with each role. Professional women have the most privileges and the least number of obligations. Privileges decrease and obligations increase as status declines. Professional women have the benefits in the workplace that were suggested by Gray (1983) to increase job satisfaction. They reported higher salaries, more flexibility, and opportunities for advancement and recognition. As occupational status decreases, the jobs available have less of these benefits. Working class women reported few of these benefits. By the nature of their job, role satisfaction will suffer.

In the home, the working class women replied that they receive

little support from husband and children, and must struggle with most of the household chores alone. The professional women responded that husbands help in household tasks, or the assistance of a housekeeper is used in caring for the home. This effect is consistent with Ericksen et al. (1979) and Yogev (1981).

Considering that job satisfaction and family satisfaction/support are the two strongest predictors of role satisfaction (McHenry, et al., 1985) and family satisfaction the strongest predictor of job satisfaction (Rudd & McHenry, 1986), working class women are at a serious disadvantage in achieving role satisfaction. These are the two areas in which they are most lacking, and where professional women have the advantage. By virtue of poorer family satisfaction/support, job satisfaction will suffer, and in turn role satisfaction decreases.

Yet, one still must ask, are these women who respond positively on the questionnaire truly satisfied, or are they simply responding to social desirability. Although many women reported dissatisfaction with their homelife or job, it seems interesting that of the women in the sample, 69% responded somewhat satisfied, and 21% very satisfied, when asked how satisfied they were with their dual roles, only 10% reported any dissatisfaction. However, when reading their additional comments, one gets a slightly different perspective. Regardless of occupational status, all the women who chose to

comment suggested that the dual role is a difficult and very trying one. From the professional women:

"I believe that I'm doing the best balancing act I can do as a working mother and therefore, I'm very satisfied"

"the biggest problem I face is guilt. I never feel I am doing enough at home, with the kids, my husband, or even at work"

Middle management women state:

"the most frustrating experience I have as a working mother is raising the kids 'by the phone'"

"in the 70's women were told they could do it all... It's just not that easy"

Lastly, from a working class woman:

"there are times I'd like to take time off to be a full time wife and mother....I just don't have time for my way of relaxing"

As for what significance this data suggest, it seems that role satisfaction for working mothers is not a simple thing. There are no formulas that can be used to predict how each woman will repond. There are frustrations, multiple demands, and guilt. The variables contributing to satisfaction operate differently for each status. The coping methods employed by a professional woman may not meet the needs of a working class woman, and vice versa. Researchers should recognize this fact and examine more closely the differences due to status, and identify the specific needs of each group. Results should

be interpreted only in reference to a particular status groups.

For persons employing women, especially working class mothers, these data proposes that employers consider the special needs of each position and not assume that a female executive has the same needs as a female custodial worker. Job variables should be designed to optimize satisfaction, and benefits should include family counseling if the employee deems it necessary. A more role-satisfied employee will not only have a better attitude toward the job, but will experience a happier family life. For further investigations, larger samples need to be examined, with women from as many employment positions as possible.

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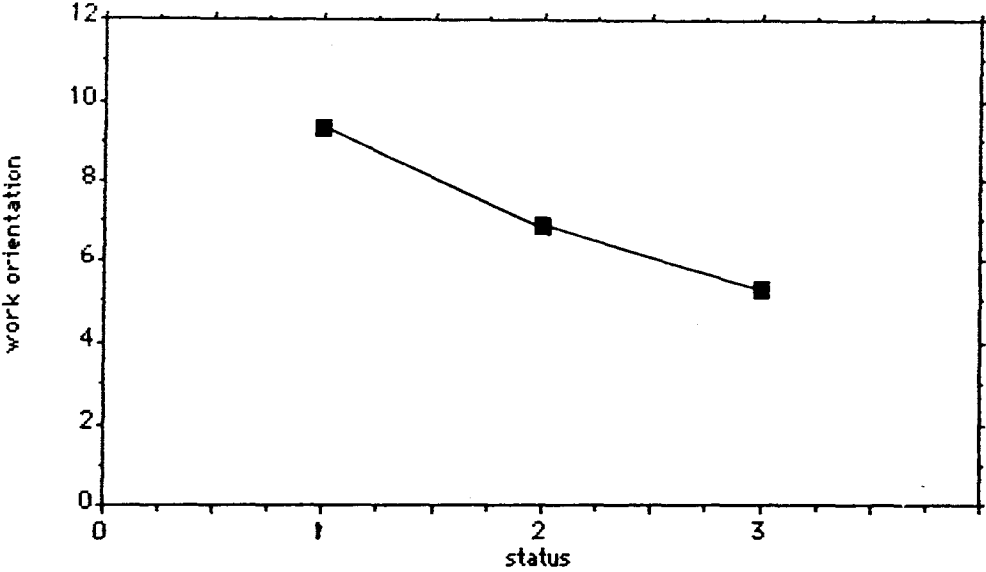
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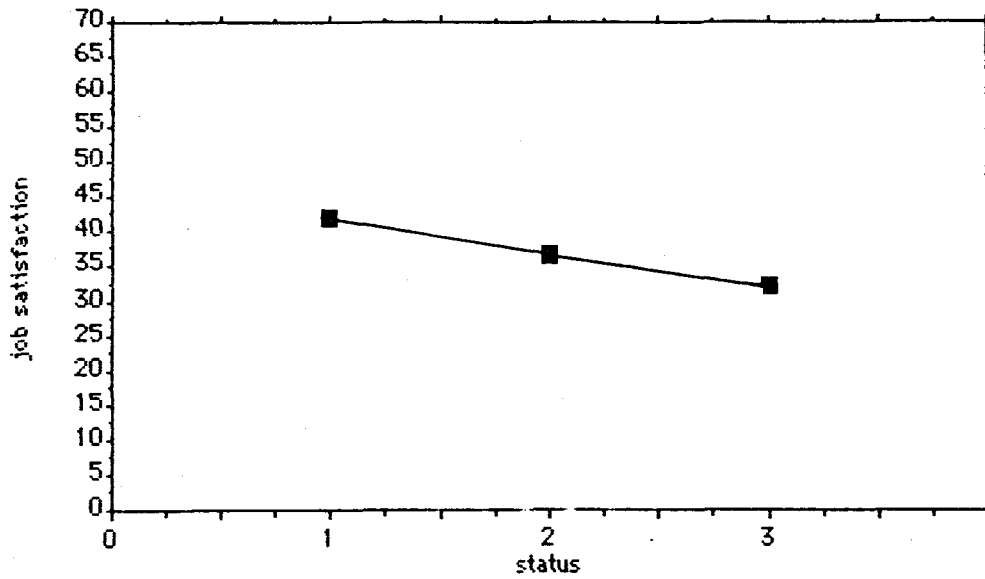
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Figure 1. Work orientation as a function of occupational status



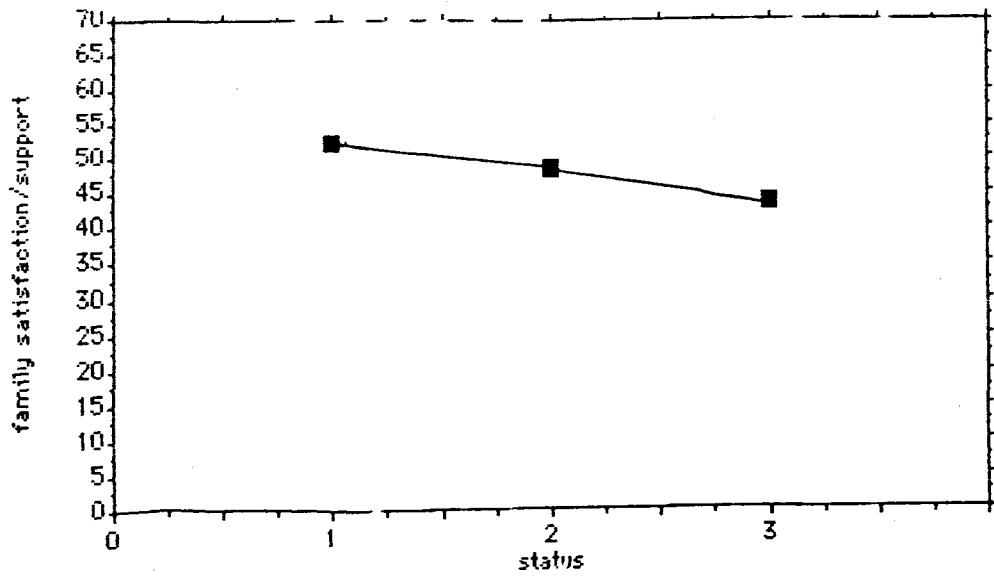
1 = professional, 2 = middle management, 3 = working class

Figure 2. Job satisfaction as a function of occupational status.



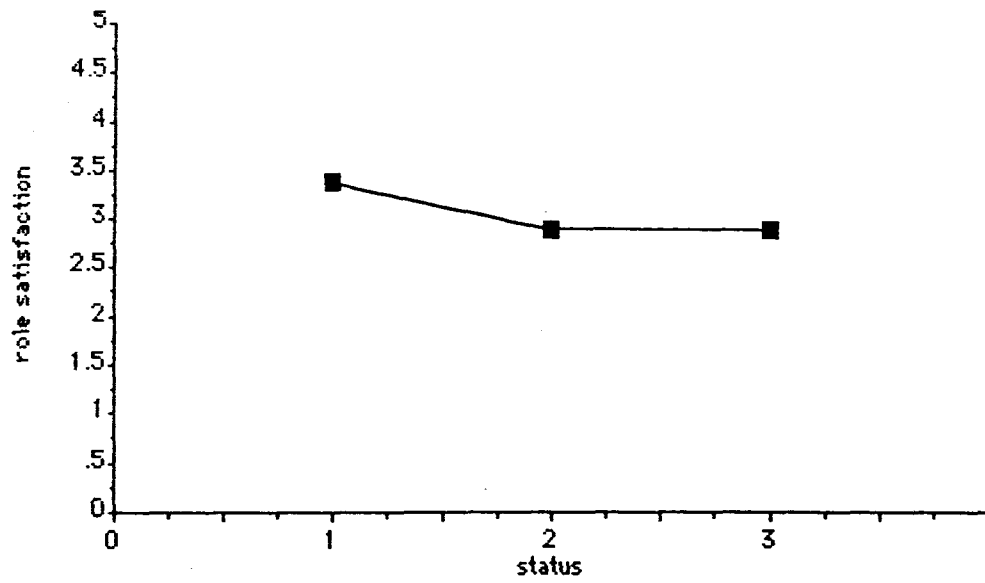
1 = professional, 2 = middle management, 3 = working class

Figure 3. Family satisfaction/support as a function of occupational status.



1 = professional, 2 = middle management, 3 = working class

Figure 4. Role satisfaction as a function of occupational status.



1 = professional, 2 = middle management, 3 = working class

Appendix

1. _____ Was your mother employed?

1) no 2) yes

If yes what was her position? _____

2. _____ When you were first married, did you plan on working outside the home?

1) no 2) yes

3. _____ What is the highest level of education you achieved?

- | | |
|--------------------------|------------------------------------|
| 1) less than high school | 4) college graduate |
| 2) high school graduate | 5) some graduate school |
| 3) some college | 6) graduate of professional degree |

4. _____ What is your family's total income?

- | | |
|-------------------------|-------------------------|
| 1) \$10,000 or less | 4) \$21,000 to \$30,999 |
| 2) \$10,001 to \$15,999 | 5) \$31,000 to \$49,999 |
| 3) \$16,000 to \$20,999 | 6) \$50,000 or above |

5. _____ How many children do you have?

1) 1 (2) 2 (3) 3 (4) 4 (5) 5 or more

For the following items, asking for your views about working mothers in general, please respond either (1) strongly agree, (2) agree, (3) mixed feelings, (4) disagree, or (5) strongly disagree.

1. _____ A married woman's most important task in life should be taking care of her husband and children.

2. ____ She should realize that a woman's greatest reward and satisfaction come through her children.
3. ____ If she works, she should not try to get ahead in the same way that a man does
4. ____ A wife should not have equal authority with her husband in making decisions
5. ____ If she has the same job as a man who has to support his family, she should not expect the same pay.
6. ____ A wife should give up her job whenever it inconveniences her husband and children.
7. ____ Having a job herself should be just as important as encouraging her husband in his job.
8. ____ She should be able to make long range plans for her occupation, in the same way that her husband does for his.
9. ____ If being a wife and mother isn't satisfying enough, she should take a job.
10. ____ There should be more day care centers so that more young mothers could work.
11. ____ If her job sometimes requires her to be away from home over night, this should not bother him.
12. ____ If a child gets sick, and his wife works, the husband should be just as willing to stay home to care for the child.
13. ____ If his wife makes more money than him, this should not bother a man.
14. ____ On the job, men should be willing to work for female supervisors.
15. ____ A married man should be willing to have a smaller family , so that his wife can work.

16. _____ If a man's wife works, he should share equally in the responsibilities of child care.
17. _____ If a man's wife works, he should share equally in household chores.
18. _____ A married man's chief responsibility should be his job.
19. _____ Do you think that a working mother can establish just as warm and secure a relationship with her children as women who do not work?
20. _____ Do you feel that a parent gets more satisfaction when a son gets ahead in his occupation than when a daughter gets ahead in hers?
21. _____ Do you feel that a marriage is incomplete without children?
22. _____ Do you think that young girls should be permitted as much independence as boys?
23. _____ Do you feel a preschool child is likely to suffer if the mother works?

Job views

1. _____ What is the reason you are employed?
1) economic necessity 2) personal enjoyment 3) combination
2. _____ Would you continue working if it were not financially necessary?
1) no 2) uncertain 3) yes
3. _____ Would you consider the number of hours you work and the times you arrive and leave work flexible?
1) no 2) uncertain 3) yes
4. _____ Do you receive phone calls from family members while at work?

1)never 2)seldom 3)sometimes 4)often 5)very often

5. _____ Do you make telephone calls to family members while at work?

1)never 2)seldom 3)sometimes 4)often 5)very often

6. _____ Would your employer allow you to take time off from work if your child was ill?

1)no 2)sometimes 3)yes

7. _____ How successful do you think you are in your working life?

1)not very 2)somewhat 3)very successful

Please indicate how satisfied you are with the following conditions of your job by rating them on a scale from 1 to 4, with 1 meaning very dissatisfied, and 4 meaning very satisfied

1. _____ job performance

5. _____ level of personal growth

2. _____ working conditions

6. _____ relationships with co-workers

3. _____ salary

7. _____ appreciation and recognition

4. _____ fringe benefits

Child care

1. _____ Are you paying for child care at this time?

1)yes 2)no

If you are paying for child care, what type of child care do you use (babysitter, day care)?

If you are using child care, please indicate how satisfied you are with the following features of your child care on a scale from 1 to 4, with 1 meaning very dissatisfied, and 4 meaning very satisfied. If you are not paying for child care, please skip this section.

1. _____ convenience to home or office
2. _____ dependability
3. _____ price
4. _____ competency of the person(s) providing care
5. _____ physical aspects
6. _____ overall satisfaction

Family views

1. _____ How supportive is your husband of your employment?
1) not at all supportive 2) somewhat supportive 3) very supportive
2. _____ How supportive is your child(ren) of your employment?
1) not at all supportive 2) somewhat supportive 3) very supportive
3. _____ In general how do you feel about your marriage?
1) very dissatisfied 2) somewhat dissatisfied 3) somewhat satisfied 4) very satisfied
4. _____ Do you feel your career has positively affected your marriage?
1) no 2) somewhat 3) yes
5. _____ Do you feel that you and your husband communicate well about most things?
1) never 2) occasionally 3) sometimes 4) often

As a working mother, you occupy two roles: mother and paid employer. For the following statements about handling these two roles answer (1) no, (2) somewhat, or (3) yes.

1. _____ I have reduced standard in one of my roles
2. _____ I tend to schedule and organize activities carefully
3. _____ I have eliminated certain activities within roles
4. _____ I have hired outside help to assist with chores

- 5. _____ Family members help me to resolve conflicts between roles
- 6. _____ I consider my personal interests important
- 7. _____ I overlap roles whenever possible
- 8. _____ I attempt to meet all role demands, doing everything that is expected of me
- 9. _____ I keep my roles totally separate
- 10. _____ How often do you have to juggle different obligations that conflict with one another _____ and give you a "pulled-apart" feeling?

1)very often 2)sometimes 3) occasionally 4)never

- 11. _____ How often do you feel that your family life interferes with your job?

1)very often 2)sometimes 3) occasionally 4)never

- 12. _____ How often do you feel the amount of work you have to do both at home and on the job _____ interferes with how well you do the job?

1)very often 2)sometimes 3)occasionally 4)never

For the following items, please indicate if the task is (1) not shared, (2) partly shared, or (3) shared in your household, whether with husband or children.

- | | |
|--------------------------------|-------------------------------|
| 1. _____ shopping | 5. _____ financial management |
| 2. _____ cooking | 6. _____ child care |
| 3. _____ cleaning up the house | 7. _____ sick-child care |
| 4. _____ laundry | |

Views About Self

For the following items, about how you feel about yourself please respond either (1)

strongly agree, (2) agree, (3) disagree, (4) strongly disagree

1. _____ I feel that I'm a person of worth, at least on an equal plane with others
2. _____ I feel that I have a number of good qualities
3. _____ All in all, I am inclined to feel that I am a failure
4. _____ I am able to do things as well as most people
5. _____ I feel that I do not to have much to be proud of
6. _____ I take a positive attitude toward myself
7. _____ On the whole, I am satisfied with myself
8. _____ I wish I could have more respect for myself
9. _____ I certainly feel useless at times
10. _____ At times I think I am *no good* at all

Please place a check mark in the lines for each of the following experiences you have had in the last month.

1. _____ loss of sexual interest or pleasure
2. _____ thoughts of ending your life
3. _____ poor appetite
4. _____ crying easily
5. _____ a feeling of being trapped or caught
6. _____ blaming yourself for things
7. _____ feeling lonely
8. _____ feeling blue

9. _____ worrying or stewing about things

10. _____ feeling no interest in things

11. _____ feeling hopeless about the future

Please indicate if you feel you have enough time for the following activities by replying (1) no, (2) somewhat, or (3) yes.

1. _____ community involvement

8. _____ your children

2. _____ your home

9. _____ hobbies

3. _____ your wardrobe

10. _____ friends

4. _____ physical fitness

11. _____ extended family

5. _____ your husband

12. _____ personal care (hair, nails, etc)

6. _____ entertaining

13. _____ social activities

7. _____ travel

_____ How satisfied are you with the position of worker, wife, and mother at this time?

a)very dissatisfied b)somewhat dissatisfied c)somewhat satisfied d)very satisfied

Please use the remaining space for any comments you may want to share about your life as a working mother.