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DECISION-MAKING, ROLE EXPECTATION AND MARITAL
ADJUSTMENT OF DUAL-CAREER COUPLES

A Thesis

by

LISA ANN HOLLINGSWORTH

Submitted to the Graduate School
Appalachian State University
in partial fulfillment of the requirements
for the degree of
MASTER OF ARTS

August 1982

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ABSTRACT

DECISION-MAKING, ROLE EXPECTATION AND
MARITAL ADJUSTMENT OF DUAL-CAREER
COUPLES. (August 1982)

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Drawing from the theories of marital decision-making power, an exploratory study on decision-making, role expectation and marital adjustment of dual-career couples was conducted in order to investigate possible influences involved in marital power. Another purpose was to investigate the status of such power as it applies to the dual-career couple today in North Carolina. The sample consisted of dual-career couples with a young child under age 12 months. The design was a 2 x 4 and 2 x 2 factorial. A survey approach was utilized and three surveys of role expectation, marital adjustment and decision-making were sent to the sample.

A chi square was performed and significant relationships were observed between decision-making and

role expectation, marital adjustment and employment on a full and part-time basis. There were no sex differences between spouses on the decision-making instrument. Implications for future research were noted.

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Most of all, I wish to thank my parents, John and Joan Hollingsworth, for all the support they have given me not only during my educational career but through

my entire life. As they have generously provided me with the gift of education, I would like to dedicate this thesis to them.

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INTRODUCTION

Past researchers have studied decision-making within several psychological and sociocultural perspectives as an attempt to understand the dynamics of decision-making in the marriage and the family (Burchinal & Bauder, 1965; Cromwell, Corrales, & Torsiello, 1973; Haavio-Mannila, 1971; Kandel & Lesser, 1972; King, Abernathy, & Chapman, 1976; Lupri, 1969; Schuham, 1970; Stafford, Backman, & Dibona, 1977; Wilkening & Morrison, 1963). Decision-making in this respect is viewed as a source of marital power and influence, and the spouse maintaining this power and influence has been the central issue of research.

The study of decision-making has major implications regarding the manner in which spouses have adapted to the changing socioeconomic culture. The pattern of decision-making in the family has appeared to create some conflict and stress for the working woman (Bailyn, 1971; Bryson, Bryson, & Johnson, 1978; Huser & Grant, 1978; Pleck, 1977; Stafford et al., 1977; Staines, Pleck, Shephard, & O'Connor, 1978; Wallston, Foster, & Berger, 1978; Weingarter, 1979). Cross-Cultural comparison investigations have searched for trends

concerning the spouse who makes the final decision. However, an increasing number of researchers have believed that rather than singling out the decision-maker, the process of decision-making may instead be one of crucial importance in marital and family interactions (Douglas & Wind, 1978; Granbois & Willett, 1970; Olson, 1969; Wallston et al., 1978; Wilkening et al., 1963).

Blood and Wolfe (1960) have supported the resource theory of marital power in decision-making. In this theory, the power to make decisions depended upon the resources and mutual recognition of individual skills each partner contributes to the marital relationship. Resource theory emphasized the idea of appropriateness rather than male-dominated or egalitarian efforts in decision-making tasks. The division of labor represented a maintenance function, according to the spouse's convenience, minimal effort and strength. Blood and Wolfe (1960) have suggested that the chief resource is time, and if the wife has more time, most tasks will be completed by her. If the wife is employed outside the home, more of the tasks should also be shared by the husband. However, couples seemed to specialize in task allocation along traditional sex-typed roles, the husband as primarily performing the economic function, the wife performing the domestic

(child care) function. If both spouses work, the relationship between them depended in part upon the economic resources (and role) he or she contributed to the family.

The research of Cromwell, Corrales, and Torsiello (1973) has supported the theory of resources and emphasized the personal attributes and possessions brought in by each marital partner. Burchinal and Bauder (1965) applied the resource theory to Iowa farm and suburban families and found that the husband-wife decision-making pattern did not vary with residential area. The pattern was homogeneous between the couples, characterized primarily by egalitarian decision-making, with some highly sex-typed patterns for division of labor, and availability, competence and personal preferences as the important mediating variables.

A survey by Kandel and Lesser (1972) of the relative participation of the husband and wife in a variety of decision-making problems revealed that employment and education of the spouses are important in marital power. When the husband had a lower education level than his wife, his power diminished, but when both spouses had the same educational attainment or the husband had a higher level of education, the husband held more power. The wife's employment outside the home, increasing her contact with the external world,

increased her decision-making in the internal world of the family. Similarly, Lupri (1969) found that in West German rural and urban homes, decision-making power was determined by the balance of comparative conjugal resources, such as income and education.

The socialization-ideological theory has been of interest as it emphasized social and cultural norms of who should have power (Cromwell et al., 1973). Perrucci, Potter, and Rhoad (1978) observed husband and wife participation in 12 selected household and child care tasks. They concluded that the socialization-ideological theory can better explain the husband's task performance and the egalitarianism of the spouses depended partially upon the wife's willingness to share those tasks deemed "woman's work" with the husband.

Another theory has been developed that combines the resource theory and the socialization-ideological theory, the "resource theory in cultural context." Cromwell et al. (1973) found that in less developed societies, resource variables such as education, income, and occupational status could not be considered the only resource variables determining marital power, but rather they were viewed as "positional" variables in the social structure. Hence, they thought that this

conceptualization viewed behavior in the context of the situation and societal norms.

The time-availability hypothesis has suggested that decision-making in the family system was an on-going give-and-take process among all family members. The patterns of decision-making might reflect specific interests, involvements and time limits of each spouse rather than supporting the idea of a definitive authority pattern emerging in the family. It was observed that couples have difficulty deciding who would make a decision on a particular task, but deciding who would perform the task was easier to predict. The only dominant pattern of decision-making appeared to be in traditional sex-typed activities (Douglas & Wind, 1978).

Heer's "exchange theory," as described by Lynn (1974), asserted that one's own power was determined by his or her perceived opinion of the other spouse's contribution versus his or her own opinion of personal contributions in the marital relationship. Safilios-Rothschild (1970) stated that in terms of the exchange theory, the spouse who could most likely marry another person having equal or superior qualities than the present spouse held the most power. The author argued that the valuable resource here might be the extent one spouse needed or loved the other spouse. The love/need level might be more effective in explaining marital

power. Quite possibly, children and even in-laws might exert some influence due to love bonding and could maintain control of affective resources. Lundgren, Jergen, and Gibson (1980) evaluated spousal and self evaluations and anxiety level. They demonstrated that the husband's self evaluation was more salient than the impact of the marital relationship on his emotional functioning. The wife, on the other hand, rated the social-emotional characteristics of the marriage as being of primary importance. An imbalance of love/need level of each spouse could indicate the extent of marital power. It was observed that the husband might rely on less emotional support and could control more elements of the marital relationship than the wife.

Thus, the spouse who was the primary decision-maker in the family appeared to hold the position of higher marital power. It is important to note that the process of decision-making is mediated by such variables as marital resources, societal and cultural norms and expectations, time availability and the emotional quality of the relationship influenced who makes the decision in the family.

Dual-career Couples

Dual-career couples have been rapidly growing in number primarily due to the changing roles in society in conjunction with the family's economic need for an

additional wage-earner. In addition, the creativity of dual-career couples has lent itself to more social acceptability today (Rapoport & Rapoport, 1971).

Researchers have found both positive and negative features with which dual-career couples must constantly cope. Reports of working wives' and husbands' increased marital happiness, children's enhanced independence, self-reliance and adjustment, and especially the increasing egalitarianism in decision-making comprised several advantages of dual-career couples. However, conflict has still existed between dual-career couples, and it has seemed that although society is more urbanized and the acceptance of the working mother has increased, traditional sex-role norms and expectations have lagged behind these new changes. This lag has been so great in fact that many women have experienced role-overload and many men have remained static in traditional sex-role activities.

For example, Rapoport and Rapoport (1971) discovered five areas of strain in the dual-career marital relationship. The first source of strain was overload. They found that the overload consisted of the domestic tasks of home maintenance, child care and social arrangements. Dual-career couples tended to absorb the additional load and automatically set aside free time for themselves for relief.

The second source of strain was related to environmental sanctions, such as traditional sex-role stereotypes in the work place and the home. The researchers found that fathers become more active in the home, providing their children more exposure to them which may serve to correct an imbalance in conventional (traditional) child care. Additionally, these couples tended to seek out friendships, all of which seemed to act as a social support system.

The third source of strain included the possibility of lowering of personal identity and self-esteem. Rapoport and Rapoport (1971) found that most dual-career couples appeared to develop a "tension line" between each other which served as a boundary that both did not transgress and from which compromises were worked out within each couples' unique framework.

The fourth strain included the couples' social network. The couples seemed to decrease interactions with extended family members, except where there were clear responsibilities and/or compatibilities toward the nuclear family unit. Dual-career couples tended to increase the number of people in their social networks who were in "service" relationships with them, such as domestic aid.

The final source of strain comprised multiple role cycling, in which dual-career couples had children in a

short period of time and wives interrupted their work only minimally. The wives in this example tended to combine both spheres of home life and work place.

Working mothers by virtue of contributing economic resources have brought in a more egalitarian balance of power to the family. Epstein (1971) stated that with working mothers, there emerged an increasing partnership in family life, a type of equality and collaboration between the husband and wife in decision-making. The author also maintained that there are many options open for dual-career couples to work and engage in family life more smoothly. Haavio-Mannila (1971) found that the working wife is generally satisfied with family life and that the family was an important determinant of work/life satisfaction.

Female employment does not necessarily lead to an egalitarian lifestyle, but Szinovacz (1977) reported that four socioenvironmental factors are involved: (1) the role expectations of each family member, (2) previous role allocation patterns, (3) norms of each family member, and (4) the availability and effectiveness of supports. Yet through female employment, there resulted an increase in the wife's interests in controlling household decision-making areas. Pleck (1977) and Weller (1968) agreed that participation in the labor force is associated with an increase in influence by the wife in decision-making.

Lupri (1969) indicated that the power of employed wives from working on a full-time basis was higher than that of those working on a part-time basis. Working wives' gain in power decreased with level of income, with the exception that lower class working wives have more marital power than wives in middle and upper classes.

Staines et al. (1978) and Tavris (1973) reported lower marital adjustment among working wives due to increased role load expectations. Employment in this respect could magnify negative feelings and discontent about marriage without lowering any of the positive feeling and marital happiness. Rapoport and Rapoport (1971) found in their survey of dual-career couples a very high general level of marital happiness among the couples. Although working wives did as much as 50 percent or more of the childrearing tasks, the distribution of domestic tasks appeared to be more egalitarian in families where the husband and wife both had similar employment histories (Weingarten, 1978).

In a study by Turner (1971) of marital dissolution in dual-career families, two family structures were studied: Colonial New England families and contemporary U.S. and British families. The Colonial New England family structure had several elements which were strikingly different from the contemporary

structure. Colonial family life consisted of closely-related home and work environments. Time schedules were extremely flexible. Husbands devoted much time to outside activities whereas wives spent most of their time in domestic or home-related activities. Most prominent of this family structure was the fact that the Colonial families were concerned with socialization in both home and work environments, both of which were centered around the marital relationship. As an added support, these families developed close-knit social networks.

In contrast, the contemporary dual-career family structure combined three distinct and separate work areas: the home, the husband's work place, and the wife's work place. All three had separate organizational and social patterns. These separate patterns, Turner (1971) noted, made it easier for each spouse to disengage from the home area which affected the marital bond. The personal choices of each spouse increased, and the spouse who was least involved in the home area was more likely to initiate separation or divorce. Time was rigidly scheduled and inflexible, and it was difficult for a wife to act as a support for her husband's career as was the tradition. However, the dual-career family structure appeared to be more

capable of finding options, especially in the area of external social supports.

Toomey (1971) suggested that dual-career husbands and wives tended to be drawn to more external social networks and receive emotional satisfaction from such relationships. From the involvement in external relationships, the spouses would likely demand less of each other. Toomey (1971) viewed the external social networks as alternate sources of emotional support or help. In addition, the development of outside relationships led to feelings of mutuality between dual-career couples in that it encouraged the sharing of social contacts, decisions and tasks in the home.

The problems faced by working wives have serious implications concerning their job situation and their career commitment. Managerial and organizational skepticism concerning the woman's ability to balance family and career has been found to hinder employment advancement. Employers also expected less support from the husband of a working wife than from the wife of a male employee. This pattern of managerial sex-role typing could inhibit marital adjustment along with career adjustments for both the husband and the wife (Rosen, Jerdee, & Prestwich, 1975). If a dual-career couple is approached with deciding upon job moves, the choices (if several alternatives were open to both spouses) were

mainly egalitarian, but the final decision was characterized by the wife following the husband on a job move (Wallston et al., 1978). In emergency child care situations, where integration between the husband and wife was of vital importance, St. Johns-Parsons (1978) stated that it was the wife who most often made the accommodation. As the division of household tasks were performed mostly by the working wife, so was the care of the children in emergency conditions (illness, school holidays). Here again, working mothers were to assume major child rearing tasks.

A study by Huser and Grant (1978) demonstrated that there was greater agreement in the direction of responses of a personal orientation inventory in dual-career couples, suggesting the existence of a closer identification between the husbands and wives. Lynn (1974) stated that dual-career couples may maintain flexible roles so that decisions could be made continually. Each resolution had a potential for conflict, but the presence of flexible marital roles had positive aspects for the marriage: a rich, warm relationship, if the spouses were well-suited, and the demonstration of repetitive role redefinition with minimal social support. The alteration of marital roles might lead to dividing of work roles that may allow children to

experience similar interactions with the mother and the father (Pedersen, 1980).

Rapoport and Rapoport (1971) found that dual-career couples had several variations in their general philosophy and method of child care. There was an emphasis on the enhancement of independence and competency in their children. The dual-career parents also maintained high standards for their children, not in extremely high levels of performance, but in the best level of performance the children could maintain. This level of performance appeared to be independent of the sex of the children.

Methodological Issues

Safilios-Rothschild (1970) has prepared an excellent review of weaknesses in past research on marital decision-making. Several studies have used only the wife or the children as the perception of family power. Others have varied in the type of questions asked and then have generalized results from study to study (Szinovacz, 1971). Spousal consensus has revealed little in the way of actual decision-making influences since decision-making may involve several different levels in the process (Booth & Welch, 1978; Douglas & Wind, 1978; Granbois & Willett, 1970; Olson, 1969).

The efficacy of the interview technique mainly utilized in previous research was also questionable,

as many questions concerning the family were subject to interpretation problems. Memory lapses of the subjects could have led to self-reports that tended to under-report; researchers have often overgeneralized from a small number of responses and have concluded that the findings applied to the entire familial decision-making process; subjects were often inconsistent in expressing feelings in a laboratory setting; possible distortion from "halo effects" were also prevalent; and little mention has been made concerning validity and reliability of interview instruments (Brown & Rutter, 1966; O'Rourke, 1963; Safilios-Rothschild, 1970).

Wilkening and Morrison (1963) have proposed that the survey technique may actually be more precise in assessing the involvement in a certain decision rather than upon who makes the decision. Safilios-Rothschild (1970) believed that the discrepancies found in the husband's and wife's perceived marital decision-making power was important, as it might be an adequate index of marital interactions.

The purpose of the present study was to assess, by survey method, decision-making in dual-career couples. Decision-making was seen as an index of marital power and influence. Other mediating variables, such as income, education, and employment were drawn from the survey. Two additional spheres of the dual-career

couple were of interest: marital role expectation and marital adjustment, and the level of meaningfulness each spouse ascribed to both in regard to their decision-making.

As most of the strains from the dual-career family rested upon the area of domestic task allocation and child care, the present study focused on dual-career couples who had one or more children. From past research, a "critical" time for working (and nonworking!) spouses was the birth of a child (Biller, 1969, 1971; Earls, 1977; Fein, 1976; Hamilton, 1977; Henderson, 1980; McClure & Brewer, 1980; Wapner, 1976; Wente & Crockenberg, 1976). This time was observed to be a major source of marital strain and has appeared to be magnified in dual-working parents. Therefore, the focus was upon assessing dual-career couples having at least one child between the ages of one day to twelve months.

Four hypotheses were to be tested. The first hypothesis considered the degree of similarity between husband and wife responses on a decision-making task relative to their role expectation. Couples who were in conflict in role expectation (one partner High, and the other Low) were expected to report greater differences between responses to the decision-making task. Couples who were similar in role expectation (either

both High or both Low) would demonstrate smaller differences between responses on the decision-making task. The goal here was to discover if marriage for dual-career couples at present is a collaborative effort in decision-making.

The second hypothesis considered the degree of similarity between husbands' and wives' responses on a decision-making task relative to their marital adjustment. Couples who were High in marital adjustment were expected to have fewer differences between responses on the decision-making task. Couples who made Low responses on the marital adjustment instrument were expected to have larger differences between responses on the decision-making task.

The third hypothesis was that sex differences would be expected to be observed in the decision-making between husbands and wives. The wives were expected to obtain a higher score reflecting a more egalitarian response style in each test situation than the husbands. In addition, past research has focused on the joint decisions made by couples, and traditional couples (husband works, wife not employed) have been most often compared to dual-career couples. This study focused only upon dual-career couples and upon the decisions, role expectations and marital adjustment of the husband and the wife separately and jointly. Sex differences might be

present, for working mothers might still have to accommodate in emergency child care situations.

The fourth hypothesis involved marital adjustment and role expectation in dual-career couples. It was proposed that couples having high scores on marital adjustment would have similar role expectation scores. Couples who scored low in marital adjustment would have dissimilar role expectation scores.

METHOD

Instrument Development

The demographic data sheet (see Appendix A) contained the following information: nationality, religious affiliation, occupation, work hours (either full- or part-time, age of spouses, educational attainment level, sex and age of child, combined annual income level, and length of marriage. The instructions for the demographic data sheet assured confidentiality and all were number-coded.

The adapted version of the Marriage Role Expectation Inventory (Dunn, 1960) measures perceived marital roles in several areas: authority, homemaking, child care, personal characteristics, social participation, education, employment, and emotional support to obtain an overall scaled score. The instrument has been primarily used to determine the different perceptions of masculine and feminine roles originally utilized for premarital and marital counseling purposes. Instrument alterations included a reduction in the number of items (n=31) for a more time-effective survey, and utilization of clusters in lieu of scaled scores. A five-point Likert scale (5=strongly agree; 4=agree;

3=undecided; 2=disagree; 1=strongly disagree) in a checklist form was incorporated, with a 5 having a value of 5 points, a 4 having a value of 4 points, a 3 having a value of 0 points, a 2 having a value of 2 points, and a 1 having the value of 1 point. See Appendix B for a copy of the inventory.

The Marriage Adjustment checklist was devised from research and reviews of current instruments to generate items (Buros, 1974; Earls, 1977; Manson & Lerner, 1979; McClure & Brewer, 1980; Meyerowitz, 1970; Wapner, 1976; Wente & Crockenberg, 1976). A total of 40 items comprised the inventory, involving several areas, such as family relationships, dominance, immaturity, money management, children and abilities. The checklist consists of 40 statements with a 5-point Likert scale, constructed similarly to the Role Expectation Inventory (see Appendix C).

The Working Couples Dilemmas Inventory (Crouch, 1975) was an unpublished inventory utilized to assess which working spouse would make accommodations in a domestic or job emergency situation, the type which required either a traditional or egalitarian decision. The Working Couples Dilemmas Inventory consisted of five decision-making circumstances responded to by the probability (1/10; 3/10; 5/10; 7/10; 9/10) of which marital partner would decide or take action in a given

situation. Two equivalent forms, A and B, were constructed. The alteration of the occupation with the spouse was the only difference in the two formats. The two forms were randomly sent out to the couples, each couple receiving the same form (see Appendices D and E for copies of form A and B of the inventory).

Procedure I

Eighteen dual-career couples with children between the ages of one day to 12 months participated in the pilot study. Subjects were obtained through the local public, private and church-affiliated child development centers in the Western North Carolina mountain area. The subjects were contacted with the aid of the centers' directors. The subjects were sent a large packet of the three surveys, demographic data sheet, cover letter, along with a self-addressed and stamped envelope. All surveys were number-coded.

The anticipated sample was to consist of 360 currently married, dual-career couples with a child under 12 months of age. Both spouses were employed either full- or part-time.

Nine cities of North Carolina were selected arbitrarily on the basis of population size and geographic location. The goal was to establish a more representative, state-wide sample and to avoid one "set" population, with 40 couples from each of the nine cities.

Three levels of high, medium, and low population were chosen, designated as 10,000 for low population, 30-60,000 for medium population, and 100,000 for high population. With the aid of the North Carolina Statistics manual, population size was ascertained and three geographic areas emerged: Western, Piedmont (central), and Coastal (eastern).

The next step involved generating the names and addresses of private, public and church-affiliated child development day care centers from telephone books from each of the nine cities. Eight centers from each city, or 72 addresses total were collected and letters were sent to the directors explaining the study and requesting their participation in the sample selection. Form letters were developed which had a checklist to determine interest in participation. The directors indicated interest and number of couples who would participate and returned their responses within two weeks in an enclosed, self-addressed and stamped envelope. After responses were received and numbers indicated, the directors were sent the packets for the dual-career couples. The directors were asked to distribute the packets. Letters to the directors were sent after two weeks to those who had not responded.

Each packet contained a cover letter to the couples with an explanation of the study and appreciation

for their participation, a demographic data sheet, and the three surveys. The packets were number-coded and included a self-addressed and stamped returned envelope. In addition, the couples were instructed not to confer with one another while completing the surveys.

Due to the low response rate of 54 surveys and the low return rate of 9 (16.6%), revisions in the procedure were necessary.

Procedure II

Names of dual-career couples were generated by a search of the birth records (North Carolina Vital Statistics, v. 61-2, 1981-1982) in the register of deeds office in the nine counties in North Carolina (see Table I for the distribution of the sample by county). A list of 1249 names and addresses was compiled.

The next step involved obtaining the telephone numbers of the couples. Telephone contact followed, and every fifth couple was contacted using a written standardized script for verbal commitments, a copy of which is in Appendix G.

All packets were sent directly to the sample the next working day after the telephone contacts and verbal commitments had been obtained. A total of 162 packets were mailed and all couples were instructed to return the packets within one week.

Design

The study employed a 2 x 2 and 2 x 4 factorial chi square design by dividing scores on all variables at the median. The independent variables were two levels of marital role expectation (High and Low), and four levels of marital adjustment (High-High, High-Low, Low-Low, and Low-High). From both procedures a sample of 67 currently married, dual-career couples with a child between the ages of one day to 12 months was obtained. Both spouses were required to work either full- or part-time. The dependent variable was decision-making.

RESULTS

From a total mailing of 214 survey packets, 67 completed forms were returned, a rate of 31.3%. A delineation of the mailing list per county is presented in Table I.

Appendix H presents the demographic data of the sample. It is interesting to note that the selected population appeared to be primarily lower to upper-middle socioeconomic class. The subjects were relatively young, with ages ranging from 16 to over 30 years. The majority were white with a religious affiliation in some Protestant denomination (n=63). More husbands in the sample had attended college than only high school, with a ratio of 2:1. Wives were equally represented in the high school and college education levels. Occupational levels, as determined by the Occupational Scale developed by Hollingshead (1957), were clustered in levels II, III, V, and VI for husbands (see Appendix I). For wives, occupational clusters were found in levels II, IV, and VI. Combined annual income level for the majority of couples ranged between \$9,000 to over \$30,000. Most husbands in the sample (n=66) were employed on a full-time basis. Wives, on

TABLE I
NUMBERS AND PERCENTAGES OF COUPLES CONTACTED
PER COUNTY OF RESIDENCE

County	Number	Percentage
Ashe	5	2.3
Avery	3	1.4
Buncombe	5	2.3
Burke	60	28.0
Caldwell	14	6.5
Catawba	17	7.9
Forsyth	24	11.2
Guilford	25	11.7
Watauga	61	28.5
Total	214	100.0

the other hand, worked approximately a 3:1 ratio, of full- to part-time. Almost half of the couples (n=31) have been married three to six years.

Table II presents the number of couples within each of the four categories of Role Expectation resulting from median splits on the scores (Husband-Low--Wife-Low, Husband-Low--Wife-High, Husband-High--Wife-Low, Husband-High--Wife-High).

Table III indicates the number of couples within each category of Marital Adjustment. Median splits have been obtained on the scores, as previously indicated.

Tables IV and V present the numbers of husbands and wives, respectively, in each of the four classifications determined by Role Expectation and Marital Adjustment. Median splits were made on the scores. The results of a chi square test revealed a relationship existing between Role Expectation and Marital Adjustment for both husbands and wives ($X^2 = 24.99$; $p < .01$). It was found that husbands scoring high in Marital Adjustment had higher Role Expectation scores and husbands low in Marital Adjustment had lower Role Expectation scores. The same was true for wives.

Table VI presents the number of couples per category determined by Role Expectation and difference scores on Decision-making. The difference scores were

TABLE II

ROLE EXPECTATION
NUMBERS OF COUPLES

Husbands-Wives		Husbands-Wives		Husbands-Wives		Husbands-Wives	
LOW	LOW	LOW	HIGH	HIGH	LOW	HIGH	HIGH
21		12		12		12	22

TABLE III

MARITAL ADJUSTMENT
NUMBERS OF COUPLES

Husbands-Wives		Husbands-Wives		Husbands-Wives		Husbands-Wives	
LOW	LOW	LOW	HIGH	HIGH	LOW	HIGH	HIGH
23		11		12		21	

TABLE IV
 THE NUMBER OF HUSBANDS IN EACH OF THE FOUR
 CLASSIFICATIONS DETERMINED BY ROLE
 EXPECTATION AND MARITAL ADJUSTMENT

Marital Adjustment	Role Expectation		Row Total
	HIGH	LOW	
HIGH	O=23 E=16.75	O=10 E=16.25	33
LOW	O=11 E=17.25	O=23 E=16.75	34
Column Total	34	33	67

$$X^2 = 24.99; \underline{p} < .01$$

TABLE V
 THE NUMBER OF WIVES IN EACH OF THE FOUR
 CLASSIFICATIONS DETERMINED BY ROLE
 EXPECTATION AND MARITAL ADJUSTMENT

Marital Adjustment	Role Expectation		Row Total
	HIGH	LOW	
HIGH	O=21 E=16.24	O=11 E=15.76	32
LOW	O=13 E=17.76	O=22 E=17.24	35
Column Total	34	33	67

$$x^2 = 19.03; \underline{p} < .01$$

TABLE VI
 THE NUMBER OF COUPLES IN EACH OF EIGHT CLASSIFICATIONS
 DETERMINED BY ROLE EXPECTATION AND DECISION-MAKING

Decision- Making	Role Expectation				Row Total
	Husbands-Wives LOW		Husbands-Wives HIGH		
LOW	0=12 E=10.66	0=5 E=6.09	0=7 E=6.09	0=10 E=11.16	34
HIGH	0=9 E=10.34	0=7 E=5.91	0=5 E=5.91	0=12 E=10.84	33
Column Total	21	12	12	22	67

$\chi^2 = 9.00; p < .05$

obtained by subtracting the lower score (either husband's or wife's) from the higher score on the Working Couples Dilemmas Inventory (see scoring procedure in Appendix F). A median split on these different scores was performed. A chi square test on the obtained frequencies demonstrated a significant relationship between Role Expectation and Decision-making in this sample ($X^2 = 9.00$; $p < .05$). The results indicated that there tended to be larger differences between responses on the decision-making task for husbands and wives who were both high in Role Expectation. In addition, there were lower discrepancies between scores on the decision-making task for husbands and wives both low in Role Expectation.

Table VII presents the number of couples in each category determined by Marital Adjustment and Decision-making. Median splits were obtained on the difference scores between husband and wife responses on the decision-making inventory. A chi square test was performed and demonstrated a significant relationship between Marital Adjustment and Decision-making ($X^2 = 9.00$; $p < .05$). Husbands high in marital adjustment scores and wives low in marital adjustment scores had more agreement between Decision-making scores.

TABLE VII
 THE NUMBER OF COUPLES IN EACH OF EIGHT CLASSIFICATIONS
 DETERMINED BY MARITAL ADJUSTMENT AND
 DECISION-MAKING

Decision- Making	Role Expectation				Row Total
	Husbands-Wives		Husbands-Wives		
	LOW	HIGH	LOW	HIGH	
LOW	0=10 E=11.68	0=5 E=5.58	0=8 E=6.09	0=11 E=10.66	34
HIGH	0=13 E=11.33	0=6 E=5.42	0=4 E=5.91	0=10 E=10.34	33
Column Total	23	11	12	21	67

$X^2 = 9.00; \underline{p} < .05$

Table VIII presents the number of spouses separately in High and Low categories on the decision-making instrument. A chi square test revealed no significant relationship between sex of spouse and High-Low scores on the decision-making task ($X^2 = 2$).

Table IX depicts the number of wives in each of the four classifications determined by Employment Status, full- or part-time and Decision-making when median splits were obtained. A chi square test demonstrated a relationship between type of employment hours (either full- or part-time) and Decision-Making ($X^2 = 7.51$; $p < .01$). Wives employed full-time tended to score higher Decision-making (a more egalitarian style) than wives employed part-time (less egalitarian style).

TABLE VIII
 THE NUMBER OF HUSBANDS AND WIVES OF THE FOUR
 CLASSIFICATIONS DETERMINED BY
 DECISION-MAKING AND
 SEX OF SPOUSE

Spouse	Role Expectation		Row Total
	LOW	HIGH	
HUSBANDS	O=33 E=33.5	O=34 E=33.5	67
WIVES	O=34 E=33.5	O=33 E=33.5	67
Column Total	67	67	134

$$X^2 = 2$$

TABLE IX
 THE NUMBER OF WIVES OF THE FOUR CLASSIFICATIONS
 DETERMINED BY PART/FULL-TIME EMPLOYMENT
 DECISION-MAKING

Decision- Making	Employment		Row Total
	FULL	PART	
HIGH	O=27 E=25.12	O=6 E=7.88	33
LOW	O=24 E=25.88	O=10 E=8.12	34
Column Total	51	16	67

$$\chi^2 = 7.51; \underline{p} < .01$$

DISCUSSION

Results of the present study have demonstrated several significant relationships in decision-making, role expectation and marital adjustment of dual-career couples. A review of the four hypotheses and the findings have been found to be important in interpreting the implications for this exploratory research.

The first hypothesis stated that couples who were similar in role expectation were expected to have fewer differences between responses on the decision-making task; a corollary of this hypothesis was that couples who were in role conflict were expected to report greater differences between responses on the decision-making task. The results indicated that there tended to be larger differences between responses on the decision-making task for husbands and wives who were both high in role expectation. However, husbands and wives who were both low in role expectation (less egalitarian response style) had a tendency to have fewer discrepancies between scores in decision-making. Thus, there was partial support for the first hypothesis with husbands and wives low in role expectation being more similar in decision-making. The lack of support of the

hypothesis that husbands and wives high in role expectation would be similar in decision-making scores is supported by researchers who focus upon clear role divisions. It was proposed that couples similar in role expectation may have more tolerance for varied stances between them, as is observed for the husbands and wives high in role expectation. Douglas and Wind (1978) advanced the idea that couples already know which spouse would take action in a decision; the process or conditions may vary, but the couple may previously have had an understanding between them for decision-making. The process of decision-making, in fact, may not be determined by marital role expectation but by previous history of task allocation, as suggested by Szinovacz (1977).

The second hypothesis indicated that couples who scored high on marital adjustment would have fewer differences between their responses on the decision-making instrument; couples who had lower scores on marital adjustment were anticipated to have larger discrepancies between responses on the decision-making instrument. The finding demonstrated support, since couples who both had lower marital adjustment scores did have larger differences between scores in decision-making. In addition, husbands high in marital adjustment and wives low in marital adjustment had more agreement

between decision-making scores. This second finding is interesting, since wives scored lower than their husbands in marital adjustment; it could indicate that in these couples, husbands may be making most of the decisions. Staines et al. (1978) and Tavris (1973) found that there was lower marital adjustment of wives due to increased role load expectations. The wives of these couples may be burdened with accommodating themselves more in decision-making.

The third hypothesis stated that there would be sex differences on the decision-making instrument; wives were expected to score higher on the instrument. A study by St. John-Parsons (1978) observed that wives were making the accommodations in situations involving traditional sex-role tasks such as child care. The present results demonstrated no sex differences in decision-making responses. This conflict with previous studies may be the result of agreement or collaboration between the spouses on the decision-making instrument, although they were instructed not to collaborate. Alternatively, flaws in the instruments may have led to a positive response set, or the sample who responded may have contained more egalitarian husbands than would be found in a random sample.

The fourth hypothesis involved marital adjustment and role expectation separately for husbands and wives.

It was proposed that husbands and wives high in marital adjustment would be high in role expectation; the corollary proposed that husbands and wives low in marital adjustment would be low in role expectation. The results indicated a polarization of the majority of the sample in marital adjustment and in role expectation. The findings were in support of the hypothesis that husbands high in marital adjustment would have higher role expectation scores and husbands low in marital adjustment scores would have lower role expectation scores. The same was true for wives. Hence, there may be a strong association between marital adjustment and role expectation.

Additionally, it was determined that employment status, full- or part-time, was related to decision-making scores for wives. Wives employed full-time tended to score higher on decision-making (a more egalitarian style) than wives employed part-time (less egalitarian style). This is supported by the results of a study by Lupri (1969) which found that there was a decrease in decision-making power with employment status from a full- to part-time basis. Lupri (1969) suggested that the wives employed full-time have more exposure to the external world and thus have more outside interests, and that collaboration between husbands

and wives is a necessary requirement for a harmonious marital relationship.

This study should be viewed as a preliminary investigation into the decision-making of dual-career couples. There were some problems in instrument development and interpretation. Future goals for the survey instruments are as follows: (1) Revise the instrument so that items will have alternate directions of responses, since all instruments in this study were worded toward a positive, egalitarian response style with the result that the couples scored in the upper ranges characteristic of a type of "acquiescent response set;" (2) Develop norms for comparisons; and (3) Reduce the number of survey forms for ease of completion.

Of importance in evaluating the results of this study is the recognition of procedural difficulties and the necessary revisions to obtain the sample. It was found that obtaining an adequate return rate might be enhanced by securing verbal commitments by telephone.

The sample was rather unique. It was varied in demographic variables such as age and socioeconomic status. Above all, the sample of dual-career couples responded in a generally high level of marital role expectation, marital adjustment and in decision-making, all of which reflected an egalitarian response style. Thus, the high and low scores indicated only small

degrees of differences between a mainly "egalitarian" group.

An important area for future research would be to observe the differences in decision-making, role expectation, and marital adjustment between traditional couples (husband employed, wife unemployed) and dual-career couples. A search for more regional diversity in population size would be beneficial. In addition, other factors such as age, income and education in respect to decision-making would be other avenues for future research.

In conclusion, the present study has generated further questions relative to understanding decision-making in dual-career couples. Is there a trend of increased tolerance for differences in decision-making processes between husbands and wives? Do these dual-career couples establish their unique patterns of decision-making earlier in the marital relationship, and if so, will the patterns change over time? Is marital adjustment as related to role expectations as was found in this study? And, are dual-career couples more similar in decision-making, role expectation and marital adjustment than single-career couples?

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APPENDIX A

General Information Sheet

GENERAL INFORMATION SHEET

Directions: This information sheet is strictly confidential and will be coded. Accurate information is necessary. Please have this form filled out by only one spouse.

Sex: _____ Male _____ Female

Age:

- a. 16 to 20 years b. 21 to 25 years
c. 26 to 30 years d. 30+ years

Age of Spouse:

- a. 16 to 20 years b. 21 to 25 years
c. 26 to 30 years d. 30+ years

Ethnic Origin:

- a. Caucasian b. Black
c. Hispanic d. Other _____

Religious Affiliation:

- a. Catholic b. Protestant
c. Jewish d. Other _____

Education:

- | | | | | | | | |
|----------|-------------|---|---|---|---|---|---|
| Wife: | High School | 1 | 2 | 3 | 4 | | |
| | College | 1 | 2 | 3 | 4 | 5 | 6 |
| Husband: | High School | 1 | 2 | 3 | 4 | | |
| | College | 1 | 2 | 3 | 4 | 5 | 6 |

Occupation:

- | | | | | | |
|----------|-------|-----------|-------|-----------|-------|
| Wife: | _____ | Full-time | _____ | Part-time | _____ |
| Husband: | _____ | Full-time | _____ | Part-time | _____ |

Income: (annually)

- a. \$8,000 and below b. \$9-18,000
c. \$19-29,000 d. \$30,000 and above

Years Married:

- a. 1 day to 3 years b. 3 years to 6 years
c. 6 years to 9 years d. 9 years to 12+ years

Health:

- | | | | | |
|----------|--------------|---------|---------|---------|
| Wife: | a. excellent | b. good | c. fair | d. poor |
| Husband: | a. excellent | b. good | c. fair | d. poor |

Sex of Child: _____ Male _____ Female

Age of Child:

- a. 1 day to 3 months b. 3 months to 6 months
c. 6 months to 9 months d. 9 months to 12 months

Health of Child:

- | | |
|---------------------------|-------------------------|
| a. normal | b. mentally handicapped |
| c. physically handicapped | d. Other |

Is your child currently:

- | | |
|-----------------|---------------|
| a. breastfed | b. bottlefed |
| c. both a and b | d. solid food |

Was your child:

Planned _____
Unplanned _____

Thank you!

APPENDIX B

Role Expectation Inventory

ROLE EXPECTATION INVENTORY

Please do not consult with your spouse while answering questions.

INSTRUCTIONS: Please answer the following statements according to how you are feeling at this moment.

5 = strongly agree 4 = agree 3 = undecided
2 = disagree 1 = strongly disagree

	5	4	3	2	1
1. I feel that most of the time my spouse's opinion is as important as mine in financial matters.	-	-	-	-	-
2. If it is difficult for a husband and wife to reach a decision where to take a vacation, a husband should take the lead and have more "pull."	-	-	-	-	-
3. I believe that each spouse should share in household chores.	-	-	-	-	-
4. It will not bother me if my spouse is more educated than I am.	-	-	-	-	-
5. Both of us should be able to have the same opportunity to further our educational levels as our interests dictate.	-	-	-	-	-
6. I prefer that each spouse should feel comfortable in initiating intercourse.	-	-	-	-	-
7. I feel that it is appropriate for a woman to combine motherhood and a career if she so chooses.	-	-	-	-	-
8. When children are infants, I believe that fathers are as important caretakers as mothers are.	-	-	-	-	-
9. In our marriage, two important tasks of each spouse are to support the home adequately and rear our children responsibly.	-	-	-	-	-

- | | | | | | | |
|-----|--|---|---|---|---|---|
| 10. | I feel that it is more important for a wife to be an attractive, interesting person than one who keeps a neat clean house. | - | - | - | - | - |
| 11. | It is fine for a woman to be the "aggressor" in lovemaking if she desires to. | - | - | - | - | - |
| 12. | I feel that both spouses' time or work schedules should determine when meals are prepared and served. | - | - | - | - | - |
| 13. | I believe that most husbands who exhibit emotions are understood by their wives. | - | - | - | - | - |
| 14. | Even if the husband makes more money than his wife, the wife should have a choice whether to work or not, according to her wishes. | - | - | - | - | - |
| 15. | I feel that both spouses should take either an active role or an active interest in neighborhood activities. | - | - | - | - | - |
| 16. | It would give me great pleasure to talk about politics and world issues with my spouse, knowing that he/she shares this interest. | - | - | - | - | - |
| 17. | I feel that I admire women who are assertive and direct in a marital relationship. | - | - | - | - | - |
| 18. | In my marriage, I would like my spouse to be well-informed about economic and government issues as I am. | - | - | - | - | - |
| 19. | I believe I should be able to work at a job regardless of its importance or high pay. | - | - | - | - | - |
| 20. | It is both our responsibility to see that our children attend church and that we are appropriate parental models. | - | - | - | - | - |

- | | | | | | | |
|-----|---|---|---|---|---|---|
| 21. | To share in or participate in the delivery and birth process of our children is one experience that I look forward to. | - | - | - | - | - |
| 22. | I believe that a husband and wife should be willing to adapt to each other's schedules. | - | - | - | - | - |
| 23. | For each other's personal growth, I feel that both spouses should feel free to pursue interests or activities outside the family. | - | - | - | - | - |
| 24. | I feel that if I allow my spouse to know the vulnerable side of me he/she will be very supportive and understanding. | - | - | - | - | - |
| 25. | I feel that there are not many tasks in the home that only a woman can do. | - | - | - | - | - |
| 26. | I feel that our sexual relationship is enhanced by communicating each other's needs and/or wishes while we are making love. | - | - | - | - | - |
| 27. | Furthering an education is seen as an opportunity for both personal development and for obtaining a better job. | - | - | - | - | - |
| 28. | In my marriage, I would like to share in the responsibility of earning money. | - | - | - | - | - |
| 29. | I feel that most married couples should not be prevented from continuing their education just because they are married. | - | - | - | - | - |
| 30. | I feel that husbands and wives should share the responsibilities of the laundry, cleaning and childcare. | - | - | - | - | - |
| 31. | I believe that my spouse and I should play an active part in our children's lives; that is, my son/daughter should participate in activities with each of us. | - | - | - | - | - |

APPENDIX C

Marital Adjustment Checklist

MARITAL ADJUSTMENT CHECKLIST

Please do not consult with your spouse while answering questions.

INSTRUCTIONS: Please answer the following statements according to how you feel at this moment.

5 = strongly agree 4 = agree 3 = undecided
2 = disagree 1 = strongly disagree

	5	4	3	2	1
1. I see some things I would change about my mate if I could.	-	-	-	-	-
2. I have seldom considered the need for marital counseling for my spouse and me.	-	-	-	-	-
3. Most of the time, my spouse responds to my thoughts and feelings with understanding.	-	-	-	-	-
4. In any important decision, my spouse and I discuss the alternatives together.	-	-	-	-	-
5. My spouse and I have numerous things in common.	-	-	-	-	-
6. Our income is adequate to cover our current financial expenses.	-	-	-	-	-
7. My sex life is currently satisfactory.	-	-	-	-	-
8. A husband and wife should share the responsibility of housework when both are employed.	-	-	-	-	-
9. As I was growing up, my home life was very stable and happy most of the time.	-	-	-	-	-
10. The birth of our child has increased the happiness of our marriage.	-	-	-	-	-
11. My spouse and I discuss what is best for our child together and make most decisions as a team.	-	-	-	-	-

- | | | | | | | |
|-----|---|---|---|---|---|---|
| 12. | There are some times that I do not feel as "in love" with my spouse as I normally do. | - | - | - | - | - |
| 13. | I infrequently consider divorce as a possibility when our marriage is rocky. | - | - | - | - | - |
| 14. | My spouse displays his/her love for me in a variety of different ways. | - | - | - | - | - |
| 15. | Our ability to compromise in times of disagreements is a positive aspect of my marriage. | - | - | - | - | - |
| 16. | I am usually satisfied with the amount of time I spend with my spouse. | - | - | - | - | - |
| 17. | My spouse and I can sit down and discuss our financial situation without getting into a big argument. | - | - | - | - | - |
| 18. | My spouse and I can sit down and discuss sex openly and without embarrassment. | - | - | - | - | - |
| 19. | A husband should share the responsibility of caring for the children such as feeding, bathing, clothing, etc. | - | - | - | - | - |
| 20. | I consider my parents' marriage to have been satisfactory and fulfilling for them. | - | - | - | - | - |
| 21. | I think that raising our child can be a rewarding experience for my spouse and me. | - | - | - | - | - |
| 22. | I do not find that most of our arguments center around our child. | - | - | - | - | - |
| 23. | In my marriage, there are some areas that I am not totally satisfied with. | - | - | - | - | - |
| 24. | I feel very positive about our decision to get married. | - | - | - | - | - |
| 25. | I am usually supportive whenever my spouse confides in me. | - | - | - | - | - |
| 26. | My spouse and I can talk about almost any subject. | - | - | - | - | - |

- | | | | | | | |
|-----|---|---|---|---|---|---|
| 27. | I enjoy just being with my spouse alone. | - | - | - | - | - |
| 28. | In our marriage, we decide how and when our money is to be spent and invested. | - | - | - | - | - |
| 29. | I believe that my spouse enjoys sexual activity as much as I do. | - | - | - | - | - |
| 30. | It is the responsibility of both husband and wife in earning the family income. | - | - | - | - | - |
| 31. | Having a child has not put a financial burden upon my spouse and me. | - | - | - | - | - |
| 32. | My spouse and I share the responsibility of the rearing of our child, most of the time. | - | - | - | - | - |
| 33. | I usually believe that my spouse and I can work out most difficulties that may arise in our marriage. | - | - | - | - | - |
| 34. | There is little in the manner in which my spouse displays affection that I would change. | - | - | - | - | - |
| 35. | When arguing, my spouse and I steer clear of name-calling and insults. | - | - | - | - | - |
| 36. | I do not consider an extra-marital affair necessary for sexual variety and excitement. | - | - | - | - | - |
| 37. | When a child becomes ill, both parents should be equally willing to stay home from work and care for their child. | - | - | - | - | - |
| 38. | I consider myself to be happily married. | - | - | - | - | - |
| 39. | My spouse often takes my feelings and thoughts into consideration when discussing issues. | - | - | - | - | - |
| 40. | My marriage is a satisfying and fulfilling part of my life. | - | - | - | - | - |

APPENDIX D

Working Couples Dilemmas Inventory

Form A

WORKING COUPLES DILEMMAS INVENTORY

Please do not consult with your spouse while answering questions.

INSTRUCTIONS: Please read each paragraph carefully. Answer the following questions according to your feelings at this moment. Please try to answer all the items.

Thomas Brown is a pediatrician with a large number of patients in a private practice. His wife Susan is a district court judge with a heavy schedule. One morning the babysitter fails to show up to care for their two-year old child. No other arrangements can be made, and one of them stays at home.

1. The probability that Thomas will stay to care for the child is:

a. 1 in 10	c. 5 in 10	e. 9 in 10
b. 3 in 10	d. 7 in 10	
2. The next time this situation occurs, the probability that Susan will stay is:

a. 1 in 10	c. 5 in 10	e. 9 in 10
b. 3 in 10	d. 7 in 10	

They continue to find child care arrangements unsatisfactory. Rate the probability of each of the following.

3. Thomas suggests that Susan give up her job and have another child.

a. 1 in 10	c. 5 in 10	e. 9 in 10
b. 3 in 10	d. 7 in 10	
4. Susan suggests that she resign and have another child:

a. 1 in 10	c. 5 in 10	e. 9 in 10
b. 3 in 10	d. 7 in 10	
5. Susan suggests that Thomas arrange his office hours in the early morning and late afternoons so that he can be home from 9 a.m. to 3 p.m. if necessary:

a. 1 in 10	c. 5 in 10	e. 9 in 10
b. 3 in 10	d. 7 in 10	
6. Thomas suggests that Susan request a part-time assignment presently advertised with flexible hours and a lower salary grade:

a. 1 in 10	c. 5 in 10	e. 9 in 10
b. 3 in 10	d. 7 in 10	

Ann Clark is employed as a painter at Crown Construction Company. Her husband Fred, who is a carpenter for the same company, has just received notification that his services will be terminated at the end of the week because of a number of instances of faulty construction. Fred wants Ann to join him in seeking employment with another company, but Ann is hesitant to do so, even though she agrees that Fred had not been given a chance.

7. The probability that Fred will find another job within six months is:
 - a. 1 in 10
 - b. 3 in 10
 - c. 5 in 10
 - d. 7 in 10
 - e. 9 in 10
8. The probability that Ann will quit Crown as soon as she finds a good lead on another job is:
 - a. 1 in 10
 - b. 3 in 10
 - c. 5 in 10
 - d. 7 in 10
 - e. 9 in 10
9. The probability that Ann will be offered a foreman's job after Fred is laid off is:
 - a. 1 in 10
 - b. 3 in 10
 - c. 5 in 10
 - d. 7 in 10
 - e. 9 in 10
10. The probability that their marital relationship will improve if they work for different companies is:
 - a. 1 in 10
 - b. 3 in 10
 - c. 5 in 10
 - d. 7 in 10
 - e. 9 in 10

Stephen Sellars is a self-employed accountant, and his wife Gail is a manager of a novelty shop. Stephen has aspirations to seek a public office and feels he should devote time to various community action groups. Consequently, although Gail works long hours, he complains that she doesn't do more than half of the housework. They cannot afford household help.

11. The probability that Gail will reduce the number of hours she keeps the shop open and do more housework is:
 - a. 1 in 10
 - b. 3 in 10
 - c. 5 in 10
 - d. 7 in 10
 - e. 9 in 10
12. The probability that Gail supports Stephen's political aspirations is:
 - a. 1 in 10
 - b. 3 in 10
 - c. 5 in 10
 - d. 7 in 10
 - e. 9 in 10

13. The probability that Gail will assist in other ways to further his political interests is:
- a. 1 in 10
 - b. 3 in 10
 - c. 5 in 10
 - d. 7 in 10
 - e. 9 in 10
14. The probability that Stephen's business will begin to suffer because of his outside interests is:
- a. 1 in 10
 - b. 3 in 10
 - c. 5 in 10
 - d. 7 in 10
 - e. 9 in 10
15. After serving as state president of a prestigious civic club, Stephen runs for the office of state representative. The probability that he succeeds is:
- a. 1 in 10
 - b. 3 in 10
 - c. 5 in 10
 - d. 7 in 10
 - e. 9 in 10

Pamela Bowman is a real estate agent who frequently has to work evenings. Her husband Gregory is a teacher of driver education in the local high school. Gregory contends that Pamela should refuse evening assignments even though her career may be hindered, as their three children need her.

16. The probability that Pamela will refuse evening assignments is"
- a. 1 in 10
 - b. 3 in 10
 - c. 5 in 10
 - d. 7 in 10
 - e. 9 in 10
17. The probability that Gregory's main objection stems not from the needs of the children but jealousy is:
- a. 1 in 10
 - b. 3 in 10
 - c. 5 in 10
 - d. 7 in 10
 - e. 9 in 10
18. If Pamela refuses evening assignments, the probability that her career will suffer, possibly resulting in her being fired, is:
- a. 1 in 10
 - b. 3 in 10
 - c. 5 in 10
 - d. 7 in 10
 - e. 9 in 10
19. If Pamela accepts the evening assignments, the probability that Gregory will understand is:
- a. 1 in 10
 - b. 3 in 10
 - c. 5 in 10
 - d. 7 in 10
 - e. 9 in 10

Robert Simpson is an editor with a successful New York publisher. His wife, Janet, is a New York lawyer in a company in which there is little opportunity to rise professionally, since the senior members of the firm are young and established. Janet gets an offer for a job with great promise for future advancement, but there is no publishing firm in the city in which the law firm is located.

20. The probability that the Simpsons will move is:
a. 1 in 10 c. 5 in 10 e. 9 in 10
b. 3 in 10 d. 7 in 10
21. The probability that Janet will take the job and Robert remain in New York is:
a. 1 in 10 c. 5 in 10 e. 9 in 10
b. 3 in 10 d. 7 in 10
22. If Janet takes the job and the couple does not relocate, the probability of divorce is:
a. 1 in 10 c. 5 in 10 e. 9 in 10
b. 3 in 10 d. 7 in 10
23. If Janet continues with the firm and does not advance, the probability that marital problems will result is:
a. 1 in 10 c. 5 in 10 e. 9 in 10
b. 3 in 10 d. 7 in 10

APPENDIX E

Working Couples Dilemmas Inventory

Form B

WORKING COUPLES DILEMMAS INVENTORY

Please do not consult with your spouse while answering questions.

INSTRUCTIONS: Please read each paragraph carefully. Answer the following questions according to your feelings at this moment. Please try to answer all of the items.

Thomas Brown is a district court judge with a heavy schedule. His wife Susan is a pediatrician with a large number of patients in a private practice. One morning the babysitter fails to show up to care for their two-year old child. No other arrangements can be made, and one of them stays at home.

1. The probability that Thomas will stay to care for the child is:

a. 1 in 10	c. 5 in 10	e. 9 in 10
b. 3 in 10	d. 7 in 10	

2. The next time this situation occurs, the probability that Susan will stay is:

a. 1 in 10	c. 5 in 10	e. 9 in 10
b. 3 in 10	d. 7 in 10	

They continue to find child care arrangements unsatisfactory. Rate the probability of each of the following.

3. Thomas suggests that Susan give up her job and have another child:

a. 1 in 10	c. 5 in 10	e. 9 in 10
b. 3 in 10	d. 7 in 10	

4. Susan suggests that she resign and have another child:

a. 1 in 10	c. 5 in 10	e. 9 in 10
b. 3 in 10	d. 7 in 10	

5. Susan suggests that Thomas arrange his court schedule in the early morning and late afternoons so that he can be home from 9 a.m. to 3 p.m. if necessary:

a. 1 in 10	c. 5 in 10	e. 9 in 10
b. 3 in 10	d. 7 in 10	

6. Thomas suggests that Susan work half days with flexible hours and a lower salary grade:

a. 1 in 10	c. 5 in 10	e. 9 in 10
b. 3 in 10	d. 7 in 10	

Ann Clark is employed as a carpenter at Crown Construction Company. Her husband Fred, who is a painter for the same company, has just received notification that his services will be terminated at the end of the week because of a number of instances of poor painting. Fred wants Ann to join him in seeking employment with another company, but Ann is hesitant to do so, even though she agrees that Fred had not been given a chance.

7. The probability that Fred will find another job within six months is:
 - a. 1 in 10
 - b. 3 in 10
 - c. 5 in 10
 - d. 7 in 10
 - e. 9 in 10
8. The probability that Ann will quit Crown as soon as she finds a good lead on another job is:
 - a. 1 in 10
 - b. 3 in 10
 - c. 5 in 10
 - d. 7 in 10
 - e. 9 in 10
9. The probability that Ann will be offered a foreman's job after Fred is laid off is:
 - a. 1 in 10
 - b. 3 in 10
 - c. 5 in 10
 - d. 7 in 10
 - e. 9 in 10
10. The probability that their marital relationship will improve if they work for different companies is:
 - a. 1 in 10
 - b. 3 in 10
 - c. 5 in 10
 - d. 7 in 10
 - e. 9 in 10

Stephen Sellars is a manager of a novelty shop, and his wife, Gail, is a self-employed accountant. Stephen has aspirations to seek a public office and feels he should devote time to various community action groups. Consequently, although Gail works long hours, he complains that she doesn't do more than half of the housework. They cannot afford household help.

11. The probability that Gail will reduce the number of hours she works and do more housework is:
 - a. 1 in 10
 - b. 3 in 10
 - c. 5 in 10
 - d. 7 in 10
 - e. 9 in 10
12. The probability that Gail supports Stephen's political aspirations is:
 - a. 1 in 10
 - b. 3 in 10
 - c. 5 in 10
 - d. 7 in 10
 - e. 9 in 10
13. The probability that Gail will assist in other ways to further his political interests is:
 - a. 1 in 10
 - b. 3 in 10
 - c. 5 in 10
 - d. 7 in 10
 - e. 9 in 10

14. The probability that Stephen's business will begin to suffer because of his outside interests is:
- a. 1 in 10
 - b. 3 in 10
 - c. 5 in 10
 - d. 7 in 10
 - e. 9 in 10
15. After serving as state president of a prestigious civic club, Stephen runs for the office of state representative. The probability that he succeeds is:
- a. 1 in 10
 - b. 3 in 10
 - c. 5 in 10
 - d. 7 in 10
 - e. 9 in 10

Pamela Bowman is a teacher of driver education in the local high school. Her husband Gregory is a real estate agent. Pamela frequently has to work evenings. Gregory contends that Pamela should refuse evening assignments even though her career may be hindered, as their three children need her.

16. The probability that Pamela will refuse evening assignments is:
- a. 1 in 10
 - b. 3 in 10
 - c. 5 in 10
 - d. 7 in 10
 - e. 9 in 10
17. The probability that Gregory's main objection stems not from the needs of the children but jealousy is:
- a. 1 in 10
 - b. 3 in 10
 - c. 5 in 10
 - d. 7 in 10
 - e. 9 in 10
18. If Pamela refuses evening assignments, the probability that her career will suffer, possibly resulting in her being fired, is:
- a. 1 in 10
 - b. 3 in 10
 - c. 5 in 10
 - d. 7 in 10
 - e. 9 in 10
19. If Pamela accepts the evening assignments, the probability that Gregory will understand is:
- a. 1 in 10
 - b. 3 in 10
 - c. 5 in 10
 - d. 7 in 10
 - e. 9 in 10

Robert Simpson is a New York lawyer in a company. His wife, Janet, is an editor with a successful New York publisher, in a firm in which there is little opportunity to rise professionally, since the senior editors of the publishing company are young and established. Janet gets an offer for a job with great promise for future advancement, but there is no law firm in the city in which the publishing company is located.

20. The probability that the Simpsons will move is:
- a. 1 in 10
 - b. 3 in 10
 - c. 5 in 10
 - d. 7 in 10
 - e. 9 in 10

21. The probability that Janet will take the job and Robert remain in New York is:
- | | | |
|------------|------------|------------|
| a. 1 in 10 | c. 5 in 10 | e. 9 in 10 |
| b. 3 in 10 | d. 7 in 10 | |
22. If Janet takes the job and the couple does not relocate, the probability of divorce is:
- | | | |
|------------|------------|------------|
| a. 1 in 10 | c. 5 in 10 | e. 9 in 10 |
| b. 3 in 10 | d. 7 in 10 | |
23. If Janet continues with the publishing company and does not advance the probability that marital problems will result is:
- | | | |
|------------|------------|------------|
| a. 1 in 10 | c. 5 in 10 | e. 9 in 10 |
| b. 3 in 10 | d. 7 in 10 | |

APPENDIX F

Working Couples Dilemmas Inventory

Scoring Procedure Forms A & B

WORKING COUPLES DILEMMAS INVENTORY

SCORING PROCEDURE FORMS A & B

<u>Item</u>		
1.	1=1; 2=3; 3=5; 4=3; 1=1	KEY: A=1 B=2 C=3 D=4 E=5
2.	1=1; 2=3; 3=5; 4=3; 1=1	
3.	1 2 3 4 5	
4.	5 4 3 2 1	*** <u>Note</u> : Omitted items were omitted as they in- volved other issues that were not analyzed.
5.	1 2 3 4 5	
6.	5 4 3 2 1	
7.	<u>omitted</u>	
8.	5 4 3 2 1	
9.	<u>omitted</u>	
10.	<u>omitted</u>	
11.	5 4 3 2 1	
12.	5 4 3 2 1	
13.	<u>omitted</u>	
14.	<u>omitted</u>	
15.	<u>omitted</u>	
16.	5 4 3 2 1	
17.	<u>omitted</u>	
18.	1 2 3 4 5	
19.	1 2 3 4 5	
20.	1 2 3 4 5	
21.	1 2 3 4 5	
22.	<u>omitted</u>	
23.	<u>omitted</u>	

APPENDIX G
Telephone Script

TELEPHONE SCRIPT

Hello. My name is _____, and I'm an Appalachian State University graduate student. I'm conducting a survey and would like to know if you and your Husband/Wife are presently employed, either full or part-time?

if no: Thank you for your time.

if yes:

Do you have a young child? Is your child under one year of age? (if both are answered "yes")

I would like to send you and your Husband/Wife a questionnaire in the mail. The questionnaire is about marriage and the family. It is very easy to fill out and only takes about 20 minutes. You don't sign your name on it and the information will be used for research only and then destroyed. Would you be willing to participate?

if no: Thank you for your time.

if yes: *Check the address.

I will be sending you the packet in the mail shortly. Could you please fill it out as soon as you get it, and put it in the return paid envelope I will provide for you.

Thank you.

APPENDIX H

Demographic Data

DEMOGRAPHIC DATA

(N = 67)
 Numbers and Percentages of Demographic Variables

	N	%		N	%
<u>Age</u>			<u>Occupation</u>		
<u>Husbands</u>			<u>Wives</u>		
16-20 yrs.	1	1.5	I	3	4.5
21-25 yrs.	15	22.4	II	18	26.9
26-30 yrs.	20	29.8	III	4	6.0
30-+ yrs.	31	46.3	IV	29	43.3
<u>Wives</u>			V	1	1.5
16-20 yrs.	3	4.5	VI	11	16.4
21-25 yrs.	24	35.8	VII	0	0.0
26-30 yrs.	24	35.8	VIII	1	1.5
30-+ yrs.	16	23.9			
<u>Ethnic Origin</u>			<u>Income Level</u>		
Caucasian	66	98.5	8,000-under	3	4.5
Black	1	1.5	9-18,000	19	28.3
Hispanic	0	0.0	19-29,000	26	38.9
Other	0	0.0	30,000-up	19	38.3
<u>Religious Affl.</u>			<u>Employment</u>		
Catholic	0	0.0	<u>Husbands</u>		
Protestant	63	94.0	Full-time	66	98.5
Jewish	0	0.0	Part-time	1	1.5
Other	4	6.0	<u>Wives</u>		
			Full-time	51	76.1
			Part-time	16	23.9
<u>Education</u>			<u>Years Married</u>		
<u>Husbands</u>			1 day-3 yrs.	10	14.9
Grammar	1	1.5	3 yrs-6 yrs.	31	46.3
High School	24	35.8	6 yrs-9 yrs.	16	23.9
College	42	62.7	9 yrs-+	10	14.9
<u>Wives</u>			<u>Sex of Child</u>		
Grammar	2	3.0	Male	42	62.7
High School	31	46.3	Female	25	37.3
College	34	50.7			
<u>Occupation</u>			<u>Age of Child</u>		
<u>Husbands</u>			1 day-3 mos.	10	14.9
I	4	6.0	3 mos-6 mos.	14	20.9
II	10	14.9	6 mos-9 mos.	18	26.9
III	18	26.9	9 mos-12 mos.	26	37.3
IV	6	8.9	<u>Feeding Pattern</u>		
V	18	26.9	Breastfed	1	1.5
VI	10	14.9	Bottlefed	28	41.8
VII	0	0.0	Breast/Solid	12	17.9
VIII	1	1.5	Bottle/Solid	17	25.3
			Solid	9	13.4

APPENDIX I

Occupational Scales

OCCUPATIONAL SCALES

- I. Higher Executives, Proprietors of Large Concerns, and Major Professionals.
- II. Business Managers, Proprietors of Medium Sized Businesses and Lesser Professionals.
- III. Administrative Personnel, Small Independent Businesses and Minor Professionals.
- IV. Clerical and Sales Workers, Technicians, and Owners of Little Businesses.
- V. Skilled Manual Employees.
- VI. Machine Operators and Semi-Skilled Employees.
- VII. Unskilled Employees.
- VIII. Students.

VITA

Lisa Ann Hollingsworth was born in Riverdale, Maryland on October 1, 1957. She attended elementary schools in the Maryland suburban area and was graduated from Queen Anne Preparatory School, Upper Marlboro, in June 1976. The following August she entered The University of North Carolina at Greensboro until May 1978. She transferred to The University of North Carolina at Chapel Hill, and in May 1980 she received a Bachelor of Arts in Psychology. In August 1980 she began study toward a Master's degree. This degree was awarded in August 1982 in the field of Clinical Psychology.

The author is a student member of the American Psychological Association, the Southeastern Psychological Association, and the North Carolina Psychological Association.

Ms. Hollingsworth's address is: P. O. Box 184 DTS, Boone, North Carolina 28607.

Her parents are Mr. and Mrs. John William Hollingsworth of Davidsonville, Maryland. She is engaged to Phillip Dale Morgan of Durham, North Carolina.