

EXPLANATORY MODEL OF STRESS AND COPING PROCESS

FOR DUAL-CAREER MEN AND WOMEN

by

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(ABSTRACT)

An explanatory model of stress and coping for dual-career women and men is presented and tested using distress, a global measure of somatic symptomatology, as the stress measure outcome. Results indicate that the men and women sampled are psychologically vested in both professional and family roles. Additionally, the women, all of whom are employed full time, report no significant associations between having younger children and role strain, parental stress, or distress. Men who have a flexible work schedule indicate significantly lower marital, parental, and professional stress, as well as lower distress. Use of cognitive restructuring coping strategies led to significantly lower distress for both genders; use of role reduction strategies was linked to higher distress levels for men. Additional findings reveal more differences than similarities by gender.

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TABLE OF CONTENTS

	Page
ABSTRACT	ii
ACKNOWLEDGEMENTS.....	iii
INTRODUCTION	1
REVIEW OF LITERATURE	2
METHODS	
Sample.....	5
Measurement.....	6
Data Analysis	9
RESULTS	9
DISCUSSION	13
SUMMARY AND CONCLUSIONS	20
REFERENCES	24
FIGURES	30
TABLES	33
APPENDICES	40
VITA.....	131

LIST OF FIGURES

	Page
Figure 1. Path Model of Stress Process for Dual-career Men and Women	30
Figure 2. Paths with Statistically Significant Beta Coefficients for Women.....	31
Figure 3. Paths with Statistically Significant Beta Coefficients for Men.....	32

LIST OF TABLES

	Page
Table 1.	Means, Standard Deviations, Correlations for Variables in Model of Stress Process 33
Table 2	Direct Effects for Women in Stress Model..... 34
Table 3.	Direct Effects for Men in Stress Model 35
Table 4.	Indirect Effects for Women in Stress Model..... 36
Table 5.	Indirect Effects for Men in Stress Model..... 37
Table 6.	Total Effects for Women in Stress Model..... 38
Table 7.	Total Effects for Men in Stress Model..... 39
Table 8.	Educational Status and Income of Female Respondent..... 103
Table 9.	Educational Status and Income of Male Respondents 104
Table 10.	Role Strain Items..... 105
Table 11.	Cognitive Restructuring Items 106
Table 12.	Role Reduction Items 107
Table 13.	Marital Relationship Equity Items..... 108
Table 14.	Emotional Stress Items 110
Table 15.	Physical Distress Items 112

LIST OF APPENDICES

	Page
APPENDIX A. Literature Review	40
APPENDIX B. Methodology.....	60
APPENDIX C. Instrument.....	65
APPENDIX D. Correspondence	78
APPENDIX E. Supplementary Discussion	84
APPENDIX F. Summary and Future Research	96
APPENDIX G. Supplementary Tables	102
APPENDIX H. Literature Cited.....	113

INTRODUCTION

Recent research has examined the relationship between use of coping strategies and reduction of role strain, as well as identified the sources of role strain for dual-career men and women (Bird & Ford, 1985; Bird & Bird, 1986; Elman & Gilbert, 1984; Gilbert, Holahan, & Manning, 1981). However, with few exceptions (Guelzow, 1986), no attempt has been made to investigate the complex interaction of source, mediator, and outcome variables in the stress process despite a strong theoretical and empirical foundation for such research. The purpose of this study is to present and test an exploratory model appropriate for explaining stress outcomes for women and men in dual-career families.

Pearlin and Schooler (1978) propose that feelings of emotional stress in social roles are influenced by the amount of strain experienced. They further posit that various coping responses and resources mediate the impact of role strain on emotional stress. This research incorporates Pearlin and Schooler's reasoning into a more inclusive explanatory model that identifies number of children, age of youngest child, number of hours worked per week, and flexibility of work hours as antecedents to role strain (Gilbert, 1985; Piotrkowski, Rapoport, & Rapoport, 1987; Pleck, 1983; Sekaran, 1983; Voydanoff, 1987). In addition, a global measure of physical distress is used as the ultimate outcome measure of stress (Folkman, Lazarus, Dunkel-Schetter, DeLongis, & Gruen, 1986; Thoits, 1985). In the model presented (Figure 1) physical distress is envisioned as a function of four exogenous variables in addition to level of role strain, use of role reduction and cognitive restructuring as coping strategies, degree of perceived marital relationship

equity, and level of emotional stress in marital, parental and professional roles.

Figure 1 about here

REVIEW OF LITERATURE

Pearlin and Schooler's (1978) model of stress and coping identifies role strain as the source of the stress process. In the present study, role strain is further conceptualized as the individual's appraisal of the level of conflict between roles and of the degree of overload experienced from attempting to meet multiple role demands (Gilbert, 1985; Voydanoff, 1987). The appraisal of role strain is hypothesized to be influenced by antecedent environmental stressors: number of children living at home, age of youngest child living at home, number of hours worked per week, and flexibility of work schedule.

Mediating the relationship between role strain and emotional stress are various coping resources and coping responses that serve to prevent, avoid, or control emotional stress or manage problems causing distress (Folkman & Lazarus, 1985; Menaghan, 1983; Monat & Lazarus, 1985; Pearlin & Schooler, 1978). This study focuses on instrumental strategies identified in the literature as useful in dealing with chronic, enduring, everyday strains. Two coping responses, role reduction and cognitive restructuring, and one coping resource, marital relationship equity, are included in the model.

Role reduction involves reducing responsibilities in major life roles. It encompasses decisions to reduce involvement in career activities, avocational pursuits (community and leisure activities), and household management tasks (Elman & Gilbert, 1984; Hall, 1972). It also involves changing standards of performance by using legitimate excuses to avoid immediate performance of responsibilities and by lowering standards for household and career performance (Poloma, Pendleton, & Garland, 1982; Yohalem, 1979). Cognitive restructuring functions to positively reframe the meaning of problematic life circumstances, such that they are likely to be appraised as nonthreatening (Billings & Moos, 1984; Folkman et al., 1986; Folkman & Lazarus, 1985).

Marital relationship equity is a coping resource that involves mutuality of spousal support whereby the perception of fairness, based on an overall balance of rewards and constraints within a relationship, is assessed. According to equity theory, participation in inequitable relationships results in distressed feelings. The overbenefited person feels guilty, and the underbenefited feels taken advantage of (Rachlin & Hansen, 1985; Traupmann, Petersen, Utne, & Hatfield, 1981). Flexibility, openness in communication, empathy, nurturing (emotional reassurance), and willingness to negotiate, are identified as critical factors relating to the perception of equity within the dual-career marital relationship (Gilbert, 1985; Sekaran, 1983).

Affective manifestations of marital, professional, and parental stress serve as indicators of the level of conscious emotional stress the individual experiences as a result of the interaction between life strains and coping

within a particular role (Derogatis, 1982; Pearlin & Schooler, 1978). Emotional stress in major social roles is also an indicator of role quality, which has been identified as a significant explainer of stress and well-being (Aneshensel & Pearlin, 1987; Barnett & Baruch, 1987). However, since affect tends to be more transient than other signs of stress, it is hypothesized to be a mediating variable in this model (Derogatis, 1982).

Distress, the outcome measure of the stress process, is viewed as resulting from the quality of experience within major roles (Aneshensel & Pearlin, 1987; Barnett, Biener, & Baruch, 1987). This study uses a global indicator of generalized physical distress. Somatic or physical symptoms have been found to correlate highly with other symptoms of stress such as anxiety, depression, and anger (Gotlib, 1984; Thoits & Hannan, 1979). Recent research indicates self-report measures of anxiety and depression, which often include somatic indicators, measure a single unitary factor representing general distress (Gotlib, 1984).

To summarize, specification of the relationships among the variables is determined by stress theory (Aneshensel & Pearlin, 1987; Barnett & Baruch, 1987; Derogatis, 1982; Lazarus & Folkman, 1986; Pearlin & Schooler, 1978; Thoits, 1983) and from previously demonstrated relationships among the variables, as cited in the literature reviewed. Since the variables are not measured in temporal sequence, no conclusions about causality can be drawn. However, the model is presented as an exploratory attempt to gather needed information concerning the complex intercorrelations among the variables in the dynamic stress process for dual-career women and men.

In the block recursive model, physical distress is hypothesized to be dependent on the four exogenous variables and the preceding three blocks of endogenous variables. Hypothetical paths and their direction are denoted by arrows (Figure 1). No causal nexus is specified between the three variables in Block 3. For example, although it might be argued that role reduction affects marital relationship equity, it can also be argued that marital relationship equity affects role reduction. Therefore, specifying any unidirectional causal relationship between these factors would be inappropriate (Kenny, 1979). Likewise, no causal nexus is specified between the three variables in Block 4.

METHODS

Sample

The present study utilizes data from 163 women and 149 men collected in 1986 from a purposive sample of dual-career couples. Criteria for inclusion were having a college degree¹, being employed full time in a profession commensurate with education and training, and being married to a person of similar description. The response rate for the survey was 70% after three follow-up contacts.

The average age of women in the study was 47.4 years (SD = 7.80) (for men, mean = 44.1, SD = 9.13). Thirty-three percent of the women held a B.A. or B.S. and/or some graduate work (34% of men), 40% had a Master's degree (25% of men), and 21% held a Doctorate (37% of men). As a group, women worked an average of 49.5 hours per week (52.7 for men). About 50% of the women earned from \$15,000 to \$24,999 per year (20% of men);

20% of women earned from \$25,000 to \$34,999 (27% of men); 21% of women earned \$35,000 or more (50% of men). See Tables 8 and 9 in Supplementary Tables Appendix for a more complete profile of educational status and income.

Measurement

Number of children and age of youngest child were determined by a single item: What are the ages of child(ren) living at home? Respondents were provided spaces to write in ages of boys and girls separately. Number of hours worked was determined by adding the number of hours indicated for the following items: Approximately how many hours per week do you spend at work? Approximately how many additional hours do you spend on job related tasks while at home? Flexibility of work hours was determined by asking respondents to indicate on a scale from 1 (strongly disagree) to 7 (strongly agree) the extent to which their work schedule was flexible enough to allow time off work to take care of family needs.

Role strain was assessed by eight items from the Dual-Career Role Strain Scale (Bird, 1987) indicating conflict between roles and being overloaded. Respondents indicated their extent of agreement, on a 7-point response scale, with statements such as : "Because of career demands, I find it difficult to be the kind of wife/husband I'd like to be"; and "Sometimes I feel like I never get a moment to myself." The Cronbach alpha for role strain is .78. (See Role Strain Scale, Table 10, Supplementary Tables Appendix).

The Cognitive Restructuring and Role Reduction factors were identified using factor analysis (principal-components analysis with varimax rotation)

(Guelzow, 1986). Only items loading at .45 or above were retained. A 7-point scale was used ranging from 1 (strongly disagree) to 7 (strongly agree). Respondents indicated the extent to which scale items described their way of managing the dual responsibilities of employment and family life. Examples of Cognitive Restructuring strategies were: "Believing there are more advantages than disadvantages to our lifestyle"; "Overlooking the difficulties, focusing on the good things about our family." Examples of Role Reduction strategies were: "Cutting back on leisure activities"; "Limiting my involvement on the job--saying no to some things I could be doing." The eight Cognitive Restructuring items and 13 Role Reduction items are included in Tables 11 and 12 in Supplementary Tables Appendix. Cronbach alpha for Cognitive Restructuring is .80 and for Role Reduction is .68.

The level of perceived marital relationship equity was assessed by a 13-item measure (see Table 13, Supplementary Tables Appendix) (Blumstein & Schwartz, 1983). Individuals indicated the extent to which they and their spouse did each of a list of items in their marriage, such as: "Attempt to see the other's point of view when we are having an argument"; "Alter habits and ways of doing things to please the other." A 7-point scale was used, with responses ranging from 1 (spouse does much more) to 7 (I do much more). Responses 1 and 7, 2 and 6, and 3 and 5 were then collapsed since they represented the same levels of equity in the relationship. The resulting scale ranged from 1 (one spouse does much more) to 4 (both spouses do equally). Coefficient alpha is .73.

Items assessing emotional stress in major social roles were derived from a review of the literature (Gilbert et al., 1981; Johnson & Johnson,

1977; Pearlin & Schooler, 1978; Rapoport & Rapoport, 1976). Twelve items indicating affective experience assessed stress in each of three role areas: professional, marital, and parental. Items were prefaced by an introductory statement asking respondents to think of themselves in the selected role and then indicate how often, from 1 (never) to 7 (always), they felt worried, frustrated, taken advantage of, etc. All items were scored in the direction of greater stress (see Table 14, Supplementary Tables Appendix). Coefficient alpha for marital stress is .87, for professional stress is .86, and for parental stress is .90.

Since stress was to be examined in a normal population, the measure chosen needed to be sensitive to low levels of symptomatology in normal populations. In addition, because stress in major social roles was assessed by affective checklists, care was also taken to secure an outcome measure that was distinct from the affective responses, as well as being a more sensitive indicator of global, or more diffuse stress. A measure of physical symptomatology seemed to best fit these study criteria. Physical Distress (See Table 15, Supplementary Tables Appendix) was measured using items from the Hopkins Symptom Checklist (Derogatis, Lipman, Rickels, Uhlenhuth, & Covi, 1974). This measure has been shown to be sensitive to low levels of symptomatology for normal populations (Uhlenhuth, Lipman, Balter, & Stern, 1974). On a 7-point response scale ranging from 1 (never) to 7 (very often), participants were asked how often they had experienced each symptom (difficulty falling asleep or staying asleep, change in normal appetite, tension-related aches or pains) during the past week. Validity and

reliability estimates of the checklist are well established (Derogatis et al, 1974). The Cronbach alpha for this study is .79.

Data Analysis

Using GEMINI (Wolfle & Ethington, 1985), a FORTRAN program based on the work of Sobel (1982), the causal effects implied in the hypothesized model were estimated with ordinary least squares procedures. Direct, indirect, and total effects were computed using correlations, means, and standard deviations. Both standardized (beta weights) and unstandardized (b weights) regression coefficients were used to represent direct causal effects. Indirect path coefficients were computed by adding the products of direct effects through intervening variables in the model. Direct and indirect effects were summed to obtain total causal effects (Wolfle & Ethington, 1985).

RESULTS

The model with significant direct effects among the variables is presented in Figures 2 and 3. Means, standard deviations, and Pearson correlations for the variables in the model are in Table 1. The estimated coefficients of each of the eight structural equations defining the model described are presented in both standardized and metric form in Tables 2 and 3. The equation for the outcome variable (Distress) shows the direct effects of each variable in the model on physical distress. Indirect and total effects are found in Tables 4-7.

Figure 2-3 about here

Tables 1-7 about here

It is important to note that low to moderate levels of distress were reported by both men and women. On a scale from 1 (never) to 7 (very often), respondents reported a mean frequency of somatic symptoms experienced during the last week (for women, mean = 2.87, SD = 1.13; for men, mean = 3.08, SD = 1.08). In addition, they indicated high levels of career importance (for women, mean = 5.85, SD = 1.14; for men mean = 5.80, SD = 1.03 on a 7-pt. scale).

Block 1: Exogenous Variables

Although for both men and women, having greater numbers of children was directly associated with greater parental stress and indirectly associated with greater distress, the exogenous child variables were more influential in the stress process for men than for women. For men, there was a significant positive direct effect from number of children to role strain and marital stress and a significant positive indirect path to marital stress. In addition, having older children led directly to greater parental stress for men and to lower marital stress.

For both men and women, increasing work hours were directly associated with higher levels of marital relationship equity. For women, a counterbalancing effect was noted. Working longer hours also led directly to increasing role strain, which led to decreasing perceptions of marital equity. However, the total effect from hours worked to marital equity was positive. For men, a significant negative direct path was reported between hours worked and professional stress. For women, a significant negative direct path was reported between hours worked and use of role reduction strategies.

Of the exogenous variables, flexibility of work schedule had the most pervasive influence throughout the model for men. It was directly associated with lower role strain, lower professional stress, and greater use of cognitive restructuring. Flexibility was indirectly associated with less frequent use of role reduction coping strategies, lower marital, parental, and professional stress, as well as lower levels of distress. For women, a direct positive path was reported between flexibility and use of cognitive restructuring.

Block 2: Role Strain

As mentioned previously, the sources of role strain differed by gender. For men, having greater numbers of children and having a less flexible work schedule were associated with increasing levels of role strain. For women, only working longer hours led to increasing levels of role strain.

However, once role strain was perceived, its effect was pervasive throughout the stress process. Examining the relationship between role strain and affective stress in major social roles, significant positive direct and indirect paths were reported to both marital stress and professional stress for men. For women, significant positive direct paths were reported between role strain and affective stress in all three major social roles. For both women and men, role strain significantly influenced distress through direct and indirect paths. The lack of negative indirect paths reveal that mediators were unable to buffer the positive relationship between role strain and distress. For men, about half the indirect effects from role strain to distress can be explained through professional stress as an intervening variable,

about one fourth can be explained through marital stress, and the remainder can be explained through all other intervening variables.

The paths from role strain to Block 3, coping strategies and marital equity, reveal different coping patterns in response to role strain by gender. For men, increasing perceptions of role strain were associated with greater use of role reduction strategies; while for women, increasing levels of role strain were associated with lower levels of cognitive restructuring and marital relationship equity.

Block 3: Coping Responses and Resources

Examining the relationship between coping strategies and resources and Block 4 and Block 5 variables, for both men and women, significant negative paths led directly from marital equity to marital stress, and significant negative indirect paths were reported from cognitive restructuring to distress.

For women, a significant negative direct path was reported between use of cognitive restructuring and professional stress. For men, significant negative direct paths were reported between cognitive restructuring and stress in each major social role. In addition, for men, role reduction had a significant positive direct path to parental stress and a significant positive indirect path to distress for men.

Block 4: Affective Stress in Major Social Roles

Finally, for men, affective stress in the professional role had a significant positive direct effect on distress; while for women, affective stress in both the professional and parental roles had significant direct positive associations with distress, the final outcome of the stress process for this model.

Block 5: Distress

The variables in the model explain 43% of the variance in distress ($F = 9.49, p = .0000$) for men. Professional stress and role strain had significant positive direct effects on distress. Having flexible work hours and use of cognitive restructuring strategies had significant indirect effects, leading to lower levels of distress. Greater numbers of children, higher role strain, and more frequent use of role reduction strategies led to higher levels of distress through indirect paths.

For women, the variables explain 28% of the variance in distress ($F = 7.16, p = .0000$). Professional stress, parental stress, and role strain had significant positive direct effects on distress. Through significant indirect paths, use of cognitive restructuring led to lower levels of distress, while both higher role strain and greater numbers of children led to increased distress.

DISCUSSION

This study presents a model of stress and coping for dual-career couples based on stress theory and previous research. The model was tested and support was found through identification of significant paths between the

hypothesized blocks of variables by gender. Overall, three of the four Block 1 exogenous variables, work schedule flexibility, age of youngest child, and number of children, significantly influenced role strain. The Block 2 variable, role strain, was significantly associated with Block 3 variables, use of coping strategies and marital equity, which, in turn, had significant direct effects on Block 4 variables, marital, parental, and professional stress. Two of the Block 4 variables, professional and parental stress, subsequently had a significant impact on distress. Additional support for the proposed model was found from the numerous significant direct and indirect paths among the variables. Respondents report low to moderate levels of distress. Results add evidence to the growing body of research demonstrating that multiple roles do not necessarily lead to high levels of stress (Barnett & Baruch, 1987; Thoits, 1983; Verbrugge, 1987).

Study results reveal both similarities and differences in the stress process by gender. Both men and women with larger families report higher levels of distress. Larger family size means a heavier weekly domestic workload (Robinson, 1977). Dual-career spouses have demanding professional schedules that decrease time available for performance of childcare, household activities, and avocations, leading to greater distress for both spouses (Gilbert, 1985).

Men indicate experiencing greater role conflict, time pressure, parental stress, marital stress, and physical distress associated with parenting more children. They also indicate feeling greater parental stress when they have older children, but greater marital stress when their children are younger. These findings challenge the traditional assumption that men's investment in

parenting comes primarily through their provider roles (Cohen, 1987; Weiss, 1985). Results indicate the men in this study are very much affected by family circumstances.

It is beyond the scope of this research to ascertain the particular experiences with family size and age of children that lead to greater stress for men. Fathers sampled indicate strong agreement with the statement that they share more childcare and household tasks with their spouses (mean = 5.88, SD = 1.26, on a 7-point scale). Mothers also indicate high levels of agreement on the sharing item (mean = 6.10, SD = 1.29). In order to determine if the child variables are associated with task sharing, Pearson correlations were calculated between the sharing item and the child variables. No significant relationships were found.

Men seem to have increased their sharing in response to some factor other than child variables. It is generally assumed women must initiate role sharing (Barnett & Baruch, 1987; Gilbert, 1985); thus, for men, higher marital stress may be evidence of more intense marital negotiations when children are young and when there are more children. The resulting increase in sharing by men may well be worth the conflict for women. This finding is congruent with the hypothesis that marital strain may be a short-term cost of social redefinitions of family roles (Barnett & Baruch, 1987; Pleck, 1985), but contrary to the proposal that marital tension may be felt more acutely by women (Barnett & Baruch, 1987).

A recent review of the literature investigating paternal involvement with children concludes that husbands' proportional time spent with children

increases as children grow older and when the wife is employed (Lamb, Pleck, Charnov, & Levine, 1987). Taking greater responsibility for parenting as the children move into middle childhood and adolescence may help explain the lower marital stress and the higher parental stress for men as their children age.

Although the number of hours worked had no significant relationship to distress, working longer hours was associated with reports of greater levels of marital relationship equity for both genders. Men and women who work longer hours report being in supportive marital relationships that involve partners doing favors for each other, listening and offering advice, and altering habits and ways of doing things to please each other. Perceptions of equity, regardless of gender, lead to lower marital stress. Partner understanding of work hour expectations seems to be implied here. Without that support, perhaps dual-career women and men find it difficult to sustain lengthy work hours for extended periods of time. An additional finding is that men who have longer work hours report lower professional stress, suggesting that by meeting traditional expectations for career involvement, these men have less stress at work.

Flexibility of work schedule was significantly correlated with sharing for men ($r = .23$, $p = .02$). Having a schedule flexible enough to take care of family needs was associated with lower role strain, marital, parental, and professional stress, and ultimately with lower physical distress through direct and indirect paths. Thus, it appears that flexibility is a key variable in understanding the stress process for dual-career men. It may be that men desire greater participation in family roles, but unless work schedules are

flexible, their preferred levels of involvement may fall short of actual participation. This inconsistency could result in feelings of conflict, an explanation congruent with equity theory. As long as the professional work structure operates on the "male model", assuming a single-earner worker with a full-time support person at home, men may have less choice than they desire over participation in family roles. This may lead to a sense of time pressure and recurrent difficulties meeting the the inflexible demands of a profession while also satisfying the needs of family members (Cohen, 1987; Mortimer & London, 1984; Sekaran, 1986).

Flexibility may allow men more control over scheduling of career tasks, family demands, and leisure and avocational activities, thus reducing time pressure and the feeling of being unable to satisfy conflicting demands, which is likely to reduce distress. Since all significant paths from flexibility were indirect, except for the path to professional stress, which also had a significant direct effect, the mediating variables seem to work in concert to reduce overall levels of distress.

Flexibility did not impact levels of stress or distress for women. It is possible that since dual-career women generally have greater childcare and household responsibility than men, flexibility may not significantly reduce the conflict between work and family demands or physical overload (Voydanoff, 1987).

For both genders, having a flexible work schedule is associated with more frequent use of cognitive restructuring. Since both work and family roles are important explainers of distress in the model, being able to more

easily coordinate professional and family demands may allow women and men to focus on the positives of the dual-career lifestyle and believe that: family life is better because both spouses are employed; there are more advantages than disadvantages to dual-career family life.

Role strain is identified as an additional key variable in the model. Important gender differences are noted in the sources of role strain. For women, working longer hours is associated with higher role strain. For men, larger family size and having work schedules that cannot accommodate family needs were associated with higher role strain. These findings represent important changes in the way stress has been conceptualized to occur in men's and women's lives. Most studies examining stress among men focus on work place sources. These findings support a growing body of research suggesting men's family roles have significant direct and indirect effects on psychological and physical stress (Cohen, 1987; Lamb et al., 1987). Women report managing parenting responsibilities without experiencing significantly higher levels of role strain. It is when highly committed professional women in this sample work longer hours that they report greater role conflict and time pressure.

Since employed mothers of preschool-age children have become the norm in our society and because few studies have found negative consequences for children of working mothers, dual-career women may be experiencing less normative conflict when children are young. They have likely structured their work hours and schedules into a manageable set of role demands to allow them to care for the needs of their children while also meeting career obligations. It could also be that men are sharing household and child-care

tasks to the extent that number of children, which influences parental stress and distress, versus age of youngest child becomes the more important variable in the stress process for women (Bird & Ford, 1985). Time spent with children may be enjoyable, especially if fathers share more of the instrumental child-care tasks, thus reducing the perception of role strain (Pleck, 1983; 1985).

Once role strain is perceived, its influence is pervasive. Regardless of gender, higher role strain is significantly associated with greater marital, parental, and professional stress and with physical distress. No significant negative indirect paths were reported between role strain and stress in major social roles or in distress. Thus, the coping responses and resources do not significantly attenuate the impact of role strain.

Men with higher role strain indicate greater use of role reduction coping strategies which led to higher parental stress and ultimately to higher distress levels. Reducing career responsibilities, leisure activities, and avocational participation, along with using legitimate excuses to avoid certain disliked tasks, is stressful to fathers of larger families.

For women, cognitive restructuring and positive perceptions of marital relationship equity are useful in avoiding stress only when role strain is low. If women are experiencing time pressure and difficulty in managing career, marriage, and family, it may be difficult to cope by believing there are more advantages than disadvantages to the lifestyle. It may also be difficult to give and receive support, affection, and understanding when feeling pressured.

Greater use of cognitive restructuring coping strategies is related to lower levels of marital, professional, and parental stress for men, lower levels of professional stress for women, and lower distress for both genders.

Previous research documents the coping efficacy of cognitive restructuring in reducing marital stress (Menaghan, 1982) and in reducing occupational stress (Pearlin & Schooler, 1978) for both genders, as well as in reducing parental stress for dual-career women (Elman & Gilbert, 1984). Since women tend to be more emotionally and instrumentally vested in marriage and parenting than men, it may be difficult to positively reappraise stressful family roles when conflict exists (Kessler, Price, & Wortman, 1985).

SUMMARY AND CONCLUSIONS

Currently, no theoretical paradigm is being used in the description or investigation of stress outcomes for dual-career men and women. Inherent in conceptualizing an appropriate paradigm for this dynamic process are numerous complexities and problems, such as redundancy, direction of causation, and recursivity among the variables. In the ongoing search for greater understanding of the sources and mediators of stress, this model is presented as a useful exploratory tool that can help identify some of the complex intercorrelations among the explanatory variables.

The model proposed is generally supported by the data. In addition, the importance of taking gender into consideration when examining variables critical to the explanation of stress outcomes is demonstrated. Finally, study results provide evidence of the adaptive capabilities of women and men in dual-career families.

Women in this study indicate being highly committed to their professions and are combining full-time employment with marital and parental roles without consequent high levels of distress. Moreover, for these women, neither role strain nor stress is significantly related to having younger children, suggesting they may be resolving some of the guilt and role conflict reported in previous research for choosing to work full time when their children are young. This does not mean that parental roles are not important to women's stress levels. In fact, parental stress is a significant contributor to physical distress among these dual-career women. But, number of children, rather than age of child is the critical indicator.

Men, as well as women, report sharing more household and child-care tasks with spouses as a means of managing multiple role involvements. For men, having a schedule flexible enough to accommodate family needs is linked to less role strain, lower levels of marital, parental, and professional stress, and less physical distress. Men with schedules that permit time off to take care of family needs report greater reliance on coping strategies that reinforce positive thinking about the dual-career lifestyle. The child variables are significantly associated with role strain, marital and professional stress, and distress for men. Collectively, these findings suggest that dual-career men are emotionally and instrumentally involved in family roles.

The importance of the professional role in the stress process was demonstrated for both genders; also, having a flexible work schedule had pervasive associations with lower stress in all three major social roles and with lower distress levels for men. Moreover, working more hours per week was related to higher perceptions of marital equity for both women and men,

demonstrating that individuals who are highly committed to career roles can build mutually supportive marital relationships.

Model results need to be tested with larger samples of employed men and women from dual-earner, as well as, dual-career families. Further refinement of the model is suggested since the variables examined seem more explanatory of men's than women's experiences. Inclusion of additional variables is important, since omission of any influential variable could lead to spurious results. For example, other coping strategies and resources might be examined. Additional indicators of role sharing could be considered. Other aspects of the work environment could be included as exogenous variables, providing greater insight into how the larger professional system impacts family life.

Longitudinal research is needed to establish the direction of causation among the variables. Normal base lines for distress need to be established for participants using repeated measures. Then, as the exogenous variables change across time, data can be collected to record changes in the stress and coping process. Since role strain is a key variable in the model, observation and recall of reactions within stressful encounters are needed to verify if overload and conflict are the components of appraisal experienced by dual-career men and women facing typical dilemmas of the lifestyle.

Footnote

¹Of women, 5.6% (4.7% of men) had attended some college, but had not earned a degree. They were considered to be in careers by a panel of judges

because they either owned successful businesses or they had advanced through the ranks of an organization to a supervisory position.

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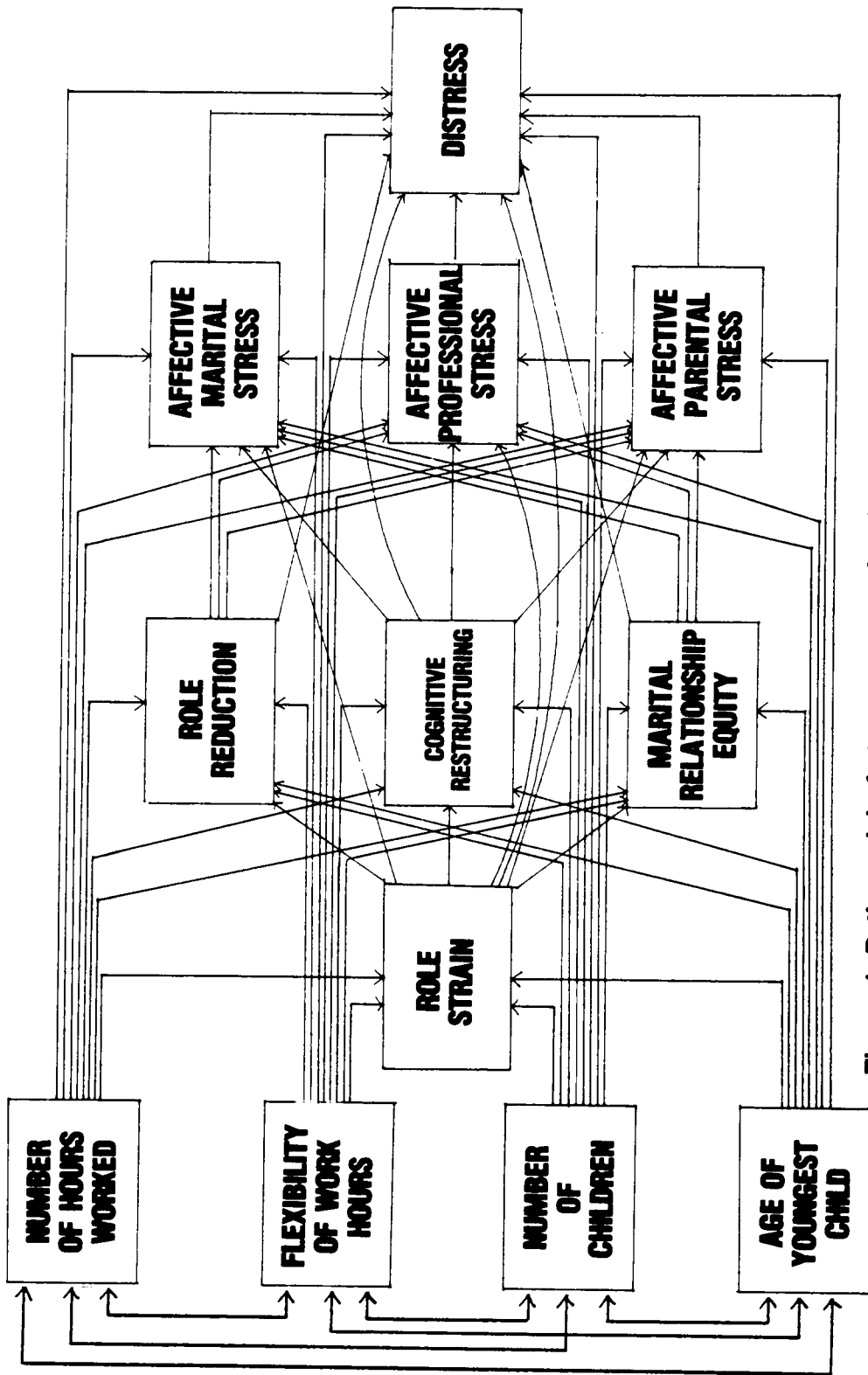


Figure 1. Path model of stress process for dual-career men and women.

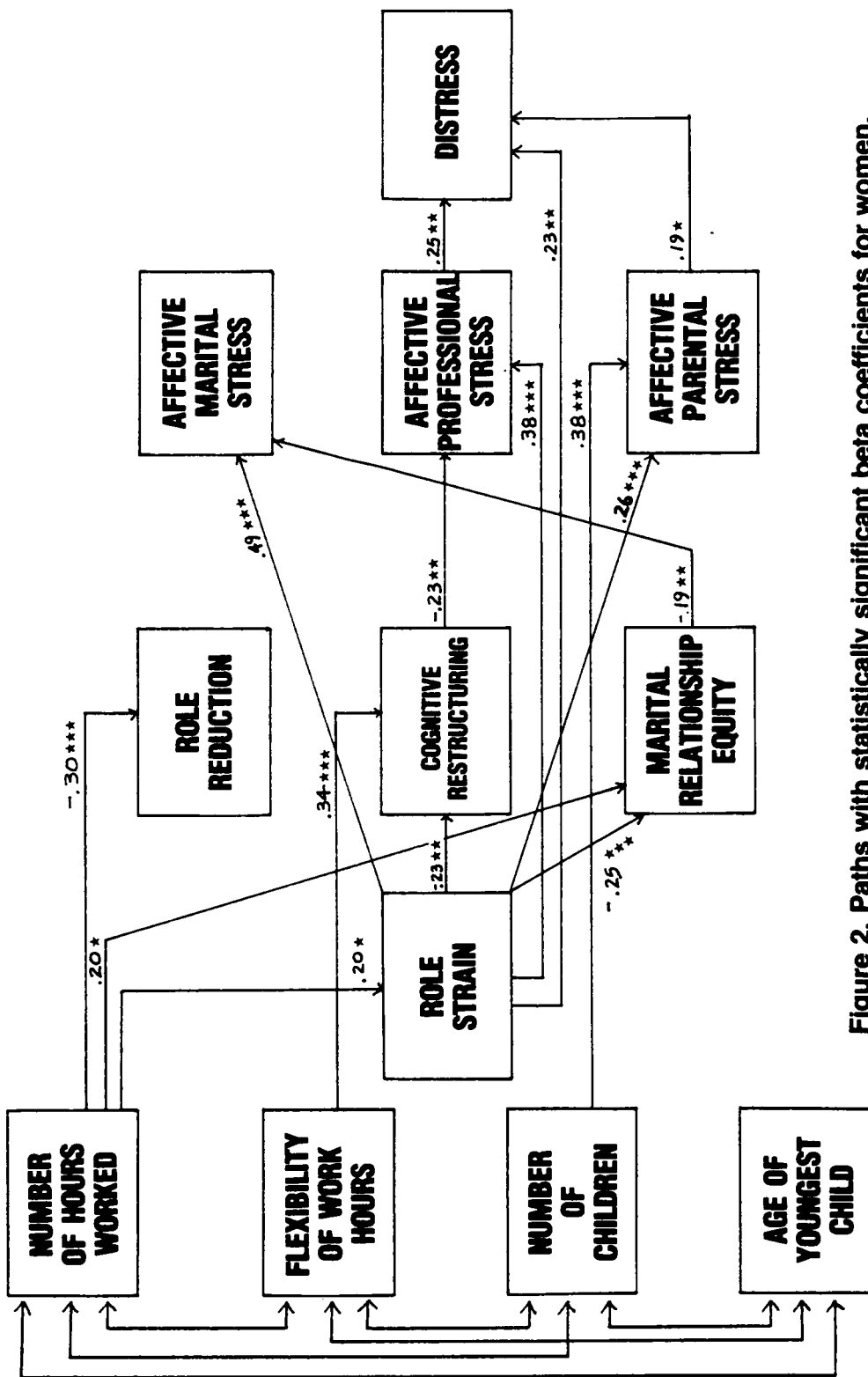


Figure 2. Paths with statistically significant beta coefficients for women.

(*** $p < .001$, ** $p < .01$, * $p < .05$)

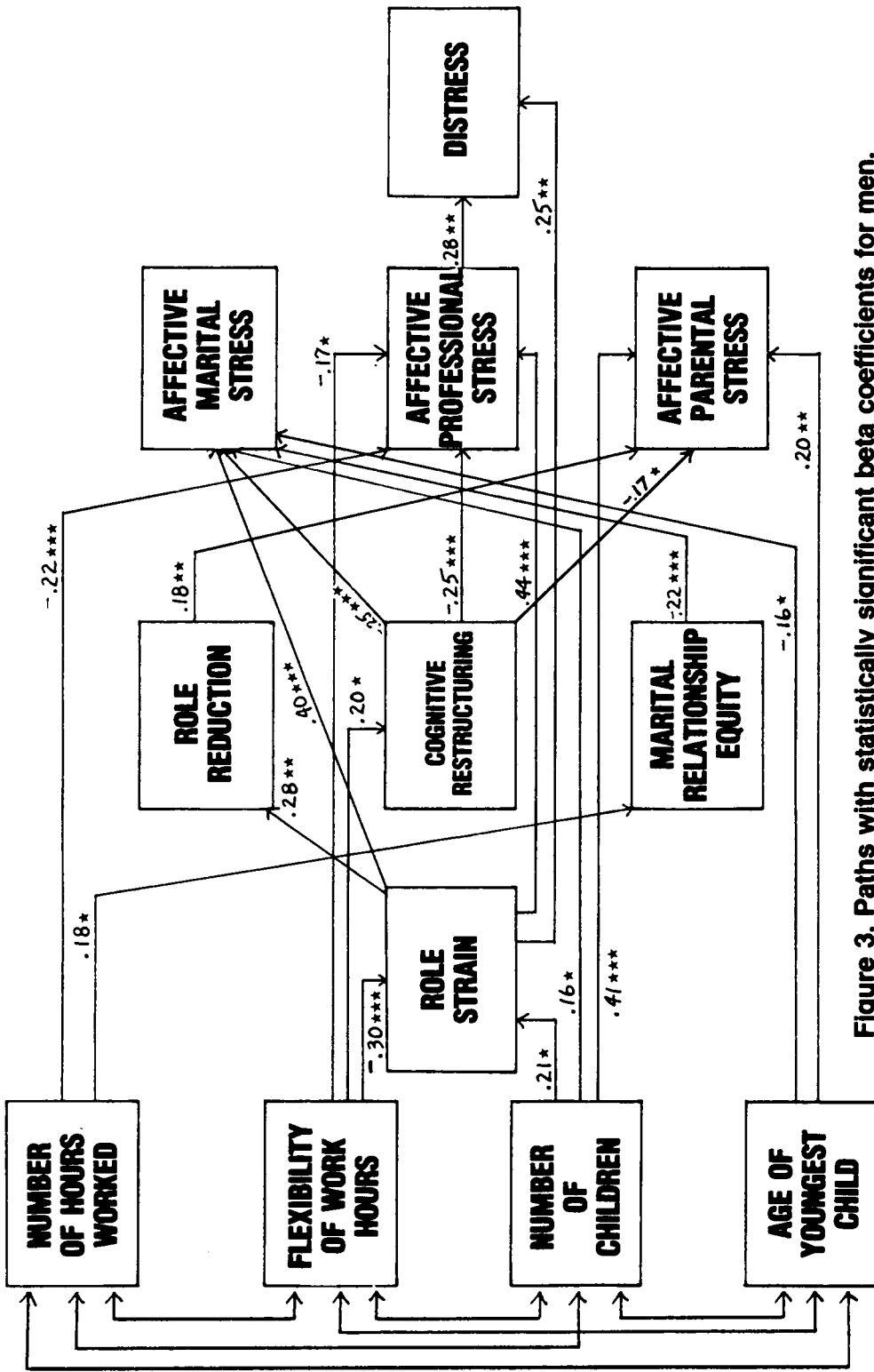


Figure 3. Paths with statistically significant beta coefficients for men.

(*** $p < .001$, ** $p < .01$, * $p < .05$)

Table 1. Means, Standard Deviations, and Correlations for Variables in Model of Stress Process^a

Variables	1	2	3	4	5	6	7	8	9	10	11	12
1. Hours Worked		.09	-.05	-.00	.19*	.15	.05	-.26***	.07	.10	.08	.14
2. Flexibility	-.18*		.18*	.04	-.01	-.01	.32***	.11	.09	-.09	.05	-.09
3. Number Children	-.08	.05		.40***	.08	-.10	-.05	.11	.45***	-.09	.13	-.01
4. Age Child	-.07	-.04	.44***		.05	-.14	.06	.02	.28***	-.12	-.02	-.03
5. Role Strain	.18*	-.31***	.17*	.07		-.22**	-.22**	.09	.28***	.43***	.54***	.48***
6. Equity	.15	.07	-.14	-.03	-.14		-.06	-.16*	.00	-.02	-.28***	-.13
7. Cognitive	.06	.23**	.02	-.04	-.17*	.11		.00	-.11	-.32***	-.12	-.21**
8. Role Reduction	-.02	.02	.02	-.00	.23**	-.04	-.03		.04	.12	.08	.05
9. Parental Stress	-.04	-.00	.52***	.39***	.27***	-.12	-.18*	.22**		.04	.37***	.26***
10. Professional Stress	-.11	-.33***	-.03	-.08	.50***	-.14	-.38***	.19*	.15		.27***	.43***
11. Marital Stress	-.09	-.11	.20*	-.03	.49***	-.34***	-.33***	.23**	.43***	.60***		.38***
12. Distress	-.08	-.26**	-.07	-.13	.47***	-.18*	-.24**	.17*	.16*	.57***	.49***	
Mean ^b	52.732 (49.503)	5.257 (4.975)	1.141 (1.153)	4.805 (4.577)	3.885 (4.398)	5.627 (5.493)	5.198 (5.504)	4.168 (4.365)	2.549 (2.837)	3.109 (3.106)	2.920 (2.936)	2.871 (3.081)
SD	10.646 (8.442)	1.548 (1.721)	0.993 (1.010)	6.200 (5.822)	1.069 (1.198)	0.804 (0.824)	0.838 (0.955)	0.715 (0.738)	1.046 (1.145)	0.886 (0.804)	0.895 (0.931)	1.132 (1.080)

^aPearson product moment correlations for women are above the diagonal (N = 163) and for men are below the diagonal (N = 149)

^bMeans and standard deviations for women are in parentheses.

***p < .001. **p < .01. *p < .05.

Table 2. Direct Effects for Women in Stress Model^a

Independent Variables	Dependent Variables											
	5	6	7	8	9	10	11	12				
1. Hours Worked	.197* (.028)	.198* (.019)	.056 (.006)	-.298*** (-.026)	.016 (.002)	.061 (.006)	.017 (.002)	.065 (.008)				
2. Flexibility	-.042 (-.030)	-.025 (-.012)	.339*** (.188)	.127 (.055)	.037 (.025)	-.011 (-.005)	.044 (.024)	-.071 (-.045)				
3. Number Children	.087 (.104)	-.013 (-.010)	-.144 (-.136)	.076 (.055)	.379*** (.430)	-.111 (-.089)	.119 (.110)	-.090 (-.097)				
4. Age Child	.011 (.002)	-.126 (-.018)	.119 (.019)	-.022 (-.003)	.132 (.026)	-.075 (-.010)	-.114 (-.018)	-.029 (-.005)				
5. Role Strain		-.254*** (-.175)	-.226** (-.180)	.138 (.085)	.261*** (.250)	.377*** (.253)	.486*** (.378)	.234** (.211)				
6. Equity					.111 (.154)	.040 (.039)	-.185** (-.209)	-.069 (-.090)				
7. Cognitive					-.044 (-.053)	-.234** (-.197)	-.019 (-.018)	-.035 (-.039)				
8. Role Reduction					-.010 (-.015)	.125 (.136)	-.007 (-.009)	.014 (.020)				
9. Parental Stress								.192* (.181)				
10. Professional Stress								.251** (.337)				
11. Marital Stress								.103 (.119)				
12. Distress												

^aMetric coefficients are given in parentheses.
 ***p < .001. **p < .01. *p < .05.

Table 3. Direct Effects for Men in Stress Model^a

Variables	Dependent Variables											
	5	6	7	8	9	10	11	12				
1. Hours Worked	.142 (.014)	.177* (.013)	.121 (.009)	-.053 (-.004)	.014 (.001)	-.222*** (.018)	-.102 (-.009)	-.104 (-.011)				
2. Flexibility	-.299*** (-.207)	.071 (.037)	.204* (.110)	.099 (.046)	.066 (.095)	-.172* (-.098)	.058 (.033)	-.083 (-.061)				
3. Number Children	.212* (.228)	-.132 (-.107)	.063 (.053)	-.037 (-.026)	.406*** (.428)	-.057 (-.051)	.164* (.147)	-.155 (-.177)				
4. Age Child	-.026 (-.004)	.056 (.007)	-.040 (-.005)	-.007 (-.001)	.200 (.034)	-.120 (-.017)	-.155* (-.022)	-.099 (-.018)				
5. Role Strain	-.127 (-.095)	-.140 (-.110)	.279** (.187)	.131 (.128)	.444*** (.368)	.403*** (.337)	.250** (.265)					
6. Equity					-.019 (-.025)	-.018 (-.020)	-.224*** (-.250)	-.039 (-.055)				
7. Cognitive					-.172* (-.214)	-.254*** (-.269)	-.253*** (-.270)	.007 (.009)				
8. Role Reduction					.176** (.257)	.083 (.103)	.118 (.148)	-.001 (-.001)				
9. Parental Stress								.097 (.105)				
10. Professional Stress								.281** (.359)				
11. Marital Stress								.161 (.204)				
12. Distress												

^aMetric coefficients are given in parentheses.
***p < .001. **p < .01. *p < .05.

Table 4. Indirect Effects for Women in Stress Model^a

Independent Variables	Dependent Variables						
	Equity	Cognitive	Role Reduction	Parent Stress	Prof. Stress	Marital Stress	Distress
Hours Worked	-.050* (-.005)	-.044 (-.005)	.027 (.002)	.070 (.010)	.044 (.004)	.070 (.008)	.083 (.011)
Flexibility	.011 (.005)	.010 (.005)	-.006 (-.003)	-.029 (-.020)	-.083 (-.039)	-.025 (-.014)	-.040 (-.025)
Number Children	-.022 (-.018)	-.020 (-.019)	.012 (.009)	.025 (.029)	.081 (.064)	.051 (.047)	.117* (.125)
Age Child	-.003 (-.000)	-.003 (-.000)	.002 (.000)	-.016 (-.003)	-.031 (-.004)	.027 (.004)	-.006 (-.001)
Role Strain				-.020 (-.019)	.060 (.040)	.050 (.039)	.238*** (.215)
Equity							.012 (.016)
Cognitive							-.069* (-.078)
Role Reduction							.029 (.042)

^aMetric coefficients are given in parentheses.
 ***p < .001. **p < .01. *p < .05.

Table 5. Indirect Effects for Men in Stress Model^a

Independent Variables	Dependent Variables						
	Equity	Cognitive	Role Reduction	Parent Stress	Prof. Stress	Marital Stress	Distress
Hours Worked	-.018 (-.001)	-.020 (-.002)	.040 (.003)	-.004 (-.000)	.034 (.003)	-.005 (-.001)	-.039 (-.004)
Flexibility	.038 (.020)	.042 (.023)	-.084* (-.039)	-.081* (-.055)	-.196*** (-.112)	-.205*** (-.119)	-.206*** (-.151)
Number Children	-.027 (-.022)	-.030 (-.025)	.059 (.043)	.029 (.031)	.090 (.080)	.115* (.104)	.156* (.178)
Age Child	.003 (.000)	.004 (.001)	-.007 (-.001)	-.001 (-.000)	-.004 (-.001)	-.016 (-.002)	-.052 (-.010)
Role Strain				.076* (.074)	.061 (.051)	.097* (.081)	.246*** (.261)
Equity							-.043 (-.061)
Cognitive							-.129*** (-.174)
Role Reduction							.060* (.094)

^aMetric coefficients are given in parentheses.
 ***p < .001. **p < .01. *p < .05.

Table 6. Total Effects for Women in Stress Process^a

Independent Variables	Dependent Variables											
	5	6	7	8	9	10	11	12				
1. Hours Worked	.197 (.027)	.148 (.014)	.012 (.001)	-.271 (-.024)	.086 (.012)	.104 (.010)	.087 (.010)	.148 (.019)				
2. Flexibility	-.042 (-.030)	-.014 (-.007)	.349 (.194)	.122 (.052)	.008 (.005)	-.094 (-.044)	.019 (.010)	-.111 (-.070)				
3. Number Children	.087 (.104)	-.035 (-.028)	-.164 (-.155)	.088 (.064)	.404 (.459)	-.030 (-.024)	.171 (.157)	.027 (.029)				
4. Age Child	.011 (.002)	-.129 (-.118)	.116 (.019)	-.020 (-.003)	.116 (.023)	-.105 (-.015)	-.087 (-.014)	-.034 (-.006)				
5. Role Strain		-.255 (-.175)	-.226 (-.180)	.138 (.085)	.242 (.231)	.437 (.293)	.537 (.417)	.472 (.425)				
6. Equity					.111 (.154)	.040 (.039)	-.185 (-.209)	-.057 (-.074)				
7. Cognitive					-.044 (-.053)	-.234 (-.197)	-.019 (-.018)	-.104 (-.117)				
8. Role Reduction					-.010 (-.015)	.125 (.137)	-.007 (-.009)	.042 (.062)				
9. Parental Stress								.192 (.181)				
10. Professional Stress								.251 (.337)				
11. Marital Stress								.103 (.119)				
12. Distress												

^aMetric coefficients are given in parentheses.
 ***p < .001. **p < .01. *p < .05.

Table 7. Total Effects for Men in Stress Process^a

Independent Variables	Dependent Variables											
	5	6	7	8	9	10	11	12				
1. Hours Worked	.142 (.014)	.159 (.012)	.101 (.008)	-.013 (-.001)	.010 (.001)	-.188 (-.016)	-.107 (-.009)	-.143 (-.015)				
2. Flexibility	-.299 (-.207)	.109 (.057)	.246 (.133)	.016 (.007)	-.015 (-.010)	-.367 (-.210)	-.148 (-.085)	-.289 (-.211)				
3. Number Children	.212 (.228)	-.159 (-.129)	-.034 (.028)	.023 (.016)	.435 (.458)	.034 (.030)	.279 (.251)	.001 (.001)				
4. Age Child	-.026 (-.004)	.059 (.008)	-.037 (-.005)	-.014 (-.002)	.199 (.034)	-.124 (-.018)	-.171 (-.025)	-.151 (-.028)				
5. Role Strain	-.127 (-.095)	-.140 (-.110)	.279 (.187)	.207 (.202)	.505 (.418)	.496 (.525)						
6. Equity				-.019 (-.025)	-.018 (-.020)	-.225 (-.250)	-.082 (-.116)					
7. Cognitive				-.172 (-.214)	-.254 (-.269)	-.122 (-.165)						
8. Role Reduction				.176 (.257)	.083 (.103)	.118 (.148)	.059 (.093)					
9. Parental Stress							.097 (.105)					
10. Professional Stress							.281 (.359)					
11. Marital Stress								.161 (.204)				
12. Distress												

^aMetric coefficients are given in parentheses.
 ***p < .001. **p < .01. *p < .05.

APPENDIX A
LITERATURE REVIEW

LITERATURE REVIEW

The purpose of this review is to more fully describe the literature relevant to this investigation. More specifically, the literature pertinent to the theoretical model and to the variables in the model will be presented.

Theoretical Rationale

Pearlin and Schooler (1978) propose a model of the stress process that investigates the efficacy of various coping strategies within major social roles. In this study, Pearlin and Schooler's model is used to examine the relationship between role strain (source) and stress (the reported experience of emotional upset in various social roles) as mediated by various coping responses. Further, the model is extended to include a global measure of physical distress as the ultimate outcome measure of stress experienced in major social roles (Folkman, Lazarus, Dunkel-Schetter, DeLongis, & Gruen, 1986; Thoits, 1983). Exogenous variables identified in the dual-career literature to affect role strain are included.

Sources of stress are conceptualized as chronic, enduring problems experienced by dual-career women and men on a day-to-day basis versus a crisis or life events model (Perkins, 1982). Recent research suggests that assessment of daily "hassles" and "uplifts" is more strongly associated with adaptational outcomes than the usual life events approach (DeLongis, Folkman, & Lazarus, 1984; Eckenrode, 1984; Kanner, Coyne, Schaefer, & Lazarus, 1981; Lavee, McCubbin, & Olson, 1987; Walker, 1985). In addition, the chronicity of the strain experienced by dual-career individuals

may require far more adaptive responses over a longer period of time than other stressors (Baum, Singer, & Baum, 1981; Billings & Moos, 1984).

Pearlin and Schooler's (1978) model examines role strain as the source of stress. Since number and age of youngest child living at home, number of hours worked per week, and the flexibility of work hours have been identified as antecedents of role strain, these variables are included as exogenous variables (Gilbert, 1985; Piotrkowski, Rapoport, & Rapoport, 1987; Pleck, 1983; Rapoport & Rapoport, 1971, 1976; Sekaran, 1983, 1985; Voydanoff, 1987).

Mediating the relationship between role strain and emotional manifestations of stress are a variety of coping responses and resources. Coping responses prevent, avoid, or control emotional stress or manage problems causing distress. Coping resources are what is available to help people withstand threats from their environment (Menaghan, 1983; Monat & Lazarus, 1985; Pearlin & Schooler, 1978; Walker, 1985). In this study, emphasis is on instrumental strategies used by respondents to deal with the everyday strains they encounter. Role reduction and cognitive restructuring, coping responses, as well as marital relationship equity, a social support resource, are included in the model. It is proposed that this model can be used to test additional coping strategies and resources to determine their efficacy.

Affective manifestations of marital, professional, and parental stress are indicators of the level of conscious emotional stress the individual is experiencing as a result of the interaction between life strains and coping

within a particular role (Derogatis, 1982; Pearlin & Schooler, 1978). Since affect tends to be more transient than other signs of stress, affective stress in major social roles is viewed as a mediating variable in this model (Derogatis, 1982). Affective stress in major social roles is also an indicator of the quality of experience in these roles.

Distress is viewed as resulting from the quality of experiences within major roles versus from role occupancy per se or from the number of roles occupied (Aneshensel & Pearlin, 1987; Barnett & Baruch, 1985, 1987; Barnett, Biener, & Baruch, 1987; Verbrugge, 1982). For this study, physical symptoms of distress were chosen as the outcome of the stress process since somatic symptoms are felt to develop over time when an individual is unable to change undesirable life strains through coping (Derogatis, 1982). The choice of physical symptoms of stress also more clearly differentiates distress from the quality of experience in social roles, which for this study are measured by positive and negative affect.

Specification of the causal relationship among the variables was determined by stress theory (Aneshensel & Pearlin, 1987; Barnett & Baruch, 1987; Derogatis, 1980; Lazarus & Folkman, 1986; Pearlin & Schooler, 1978; Thoits, 1983) and from previously demonstrated relationship among the variables, as cited in this study. Since the variables were not measured in temporal sequence, no conclusions about causality can be drawn from the study. However, the purpose is to investigate multiple effects in the stress process for dual-career men and women. Previous research has only examined isolated parts of the process. Analysis of the path analytic,

multivariate model should reveal information about the stress process previously unavailable.

Block 1: Exogenous Variables

Number and age of youngest child living at home.

Having younger children and greater numbers of children living at home is associated with increased parental stress, as well as psychophysiological levels of stress, for women (Barnett & Baruch, 1985; Gore & Mangione, 1983; Gove & Geerken, 1977; Pearlin, 1975; Verbrugge, 1985). Women with preschool-age children are consistently found to be at greater risk for stress (Gore & Mangione, 1983; Pearlin, 1975; Voydanoff, 1987).

Since dual-career women still assume major responsibility for childcare and domestic tasks, they are likely to experience increased role strain (Bryson, Bryson, & Johnson, 1978; Holmstrom, 1972; Johnson & Johnson, 1977; Rapoport & Rapoport, 1971; Skinner, 1980) and feelings of stress in the maternal role (Bird, Bird, & Scruggs, 1984; Holmstrom, 1972; Rapoport & Rapoport, 1976; Skinner, 1980). When children are preschool-age, dual-career women are more likely to experience guilt and anxiety because they do not meet societal expectations for full time parenting (Elman & Gilbert, 1984; Johnson & Johnson, 1977).

Dual-career mothers are also likely to subordinate their careers to their husband's career and to their families (Bird & Bird, 1987; Heckman, Bryson, & Bryson, 1977; Poloma, 1972; Poloma, Pendleton, & Garland, 1982). Concomitantly, the available time for the woman to devote to career

demands also decreases with children living at home, which is likely to exacerbate role strain and professional stress.

As the number of children increases, dual-career wives report less satisfaction with the time available for domestic, avocational, and professional activities, as well as for the rate of career advancement. Since the wife typically assumes a disproportionate share of the added demands, feelings of inequity and dissatisfaction in the marital relationship may result (Bryson et al., 1978). In addition, Sekaran (1985) reports an inverse relationship between the number of children and mental health status for a mixed sample of dual-earner and dual-career women.

The few studies investigating husband's involvement in childcare in dual-career families indicate they are less involved in parenting or other aspects of family work than their wives (Gilbert, 1985; Walker & Wallston, 1985). However, scant research indicates that as the wife's income approaches her husband's income, the husband tends to do more housework and child-care tasks (Bird, Bird, & Scruggs, 1984; Gilbert, 1985; Ventre, 1988). Gilbert's (1985) qualitative study indicates that dual-career fathers who shared child-care tasks reported more adverse effects on career advancement than men who did not share child-care responsibility. As men increasingly participate in parenting, they are likely to perceive lowered marital equity as their role demands increase. Concomitantly, marital conflict and parental conflict are likely to increase.

The effect of age of youngest child and number of children living at home on affective stress in major social roles and on distress has not been empirically tested for dual-career men and women.

Number of hours worked per week and flexibility of work hours.

Two recent reviews of the literature on families and work conclude that two aspects of work time are relevant to work/family conflicts and role strain: number of hours spent on work activities and the flexibility of work hours (Piotrkowski et al., 1987; Voydanoff, 1987). Likewise, reviews of studies examining job stress and employee health, based on largely male samples, cite long hours at work as a source of stress (Beehr & Newman, 1978; Holt, 1982). Men are more likely to report conflicts related to working longer hours while women are more likely to report scheduling difficulties (Pleck, 1983; Pleck, Staines, & Lang, 1980).

Research indicates a stronger positive relationship between increased working hours and greater work/family conflicts than between increased working hours and marital or family satisfaction (Keith & Schafer, 1980; Kelly & Voydanoff, 1985; Staines & Pleck, 1983, Voydanoff 1987; Voydanoff & Kelly, 1984). Since scant research examining the effects of scheduling of work hours uses single-earner, as well as, dual-earner samples, and focuses on shift work and flextime, most results do not generalize to dual-career respondents. Limited research on flextime indicates participating workers spend more time with children and with children and spouses, but perhaps at the expense of time alone with spouse (Lee, 1983; Winett & Neale, 1980).

Since the occupational structure of most professions dictates excessive work time with little regard for the scheduling of family responsibilities (Hertz, 1986; Kanter, 1977; Mortimer & London, 1984) and since there is no full time support person at home, dual-career couples are likely to experience role strain due to competing work/family demands (Mortimer & London, 1984). Dual-career men with flexible work schedules have reported more participation in family tasks (Holmstrom, 1972), and women report being able to more easily manage both family and career demands with flexible work schedules (Epstein, 1971; Holmstrom, 1972). Also, the spouse with the most flexible work schedule has been reported to perform more household and child-care tasks than the other spouse (Ventre, 1988). The effects of these variables on components of the stress process have not been investigated for dual-career men and women.

Block 2: Role Strain

Role strain has been described as the source of stress, or the antecedent conditions that induce stress (Monat & Lazarus, 1985; Pearlin & Schooler, 1978). For this study, role strain is conceptualized as having two basic components: role overload and role conflict. Overload is related to time pressure and having an inordinate number of responsibilities (Barnett & Baruch, 1985; Bird & Bird, 1986; Heckman et al., 1977; Holmstrom, 1972; Johnson & Johnson, 1977; Rapoport & Rapoport, 1971; Voydanoff, 1987). Role conflict relates to the difficulty of fulfilling the sometimes simultaneous demands and expectations of multiple, highly salient roles (Barnett & Baruch, 1985; Bird & Bird, 1986; Gilbert, 1985; Heckman et al., 1977; Johnson & Johnson, 1977; Rapoport & Rapoport, 1971, 1976; Voydanoff,

1987). Pleck (1977) has argued that asymmetrically permeable boundaries exist between the work and family role systems of men and women. For women, family demands are allowed to intrude into the occupational sphere; whereas, for men, work roles carry over to the family sphere.

Women are consistently found to perform the major portion of domestic work, even when employed, making them particularly vulnerable to the experience of overload and conflict (Bryson, Bryson, Licht, & Licht, 1976; Epstein, 1971; Keith & Schafer, 1980; National Commission on Working Women, 1979; Pleck & Rustad, 1980; Yogeve, 1981; Pietrkowski et al., 1987; Voydanoff, 1987). Since women must typically initiate role sharing for childcare and household responsibilities, role strain may influence perceived equity and marital stress (Gilbert, 1985). Since most theories of men's social roles have assumed the primacy of the paid employee role and relegated family roles to much lesser importance, the nature of the husband's role conflicts have not been studied extensively (Barnett & Baruch, 1987; Gilbert, 1985). There has been an overemphasis on the sources of strain in men's work roles and a scarcity of research investigating the relationship between men's non-work roles and work roles.

Gilbert's (1985) qualitative study of dual-career men indicates that only about one third of the nonfathers and one fifth of the fathers reported being minimally involved in household responsibilities. Several recent studies indicate dual-career men are beginning to participate in childcare and household tasks when their wife's income is more equal to their own (Bird et al., 1984; Gilbert, 1985; Ventre, 1988), which is likely to result in more role strain. It is also possible that increased participation in parenting and

household tasks may lead to lowered levels of perceived equity, increased marital conflict, and higher levels of distress (Barnett & Baruch, 1987; Gilbert, 1985; Lamb, Pleck, & Levine, 1985). Therefore, role strain can be expected to influence the stress process for dual-career men.

Relatively little research on dual-career couples quantitatively assesses role strain or explores gender differences in the experience of role strain. Bird and Ford (1985) found the level of role strain to be significantly higher for wives than for husbands, although both reported moderate degrees of role strain. In addition, inverse relationships have been reported between role strain and both life satisfaction and job satisfaction for dual-career and dual-earner men and women (Sekaran, 1985).

Block 3: Mediators

Marital relationship equity.

Since the germanal qualitative study on dual-career couples (Rapoport & Rapoport, 1971), marital relationship equity has been identified as a critical marital relationship factor associated with successful adaptation to the dual-career lifestyle (Bird & Bird, 1987; Epstein, 1987; Gilbert, 1985, Gilbert & Rachlin, 1987; Rachlin, 1987; Rapoport & Rapoport, 1975, 1976; Rice, 1979). Marital relationship equity, or mutuality of spousal support, is a social resource whereby the perception of fairness, versus the condition of equality in a relationship, is assessed, such that participation in inequitable relationships results in distressed feelings. The overbenefited person feels guilt and anxiety for being the recipient of undeserved benefits while the underbenefited feels angry at being taken advantage of; however, both

experience subjective distress (Hatfield, Utne, & Traupmann, 1979; Walster, Walster & Berscheid, 1978; Traupmann, Petersen, Utne, & Hatfield, 1981).

Scanzoni and Fox (1980) suggest that changes in sex-role preferences result in potentially overlapping preferences, which increases the potential for greater range of conflict in the marital relationship. Thus, issues of flexibility, openness in communication, empathy, and willingness to negotiate become critical factors relating to perception of equity within the dual-career marriage relationship (Gilbert, 1985; Rapoport & Rapoport, 1971; 1975; Weingarten, 1978). In addition, nurturing (emotional reassurance) and spousal support are cited as important components of marital equity (Gilbert, 1985; Rapoport & Rapoport, 1975; 1976; Sekaran, 1983; Weingarten, 1978). Marital equity is felt to be particularly important to career success for dual-career women (Gilbert, 1985; Rapoport & Rapoport, 1975; 1976; Sekaran, 1986).

The application of equity theory to intimate relationships is relatively new; however, recent studies reveal that affect and satisfaction are shown to behave in the predicted ways (Hatfield et al., 1979; Menaghan, 1982; Schafer & Keith, 1980; Traupmann et al., 1981; Walster, Traupmann, & Walster, 1978). While qualitative research has highlighted the critical nature of equity for the dual-career lifestyle, only a few studies have quantitatively assessed the the effect of equity for dual-career couples. Two studies report equity to affect marital adjustment for both husbands and wives (Rachlin, 1987; Schafer & Keith, 1980) while another found equity to significantly affect not only marital adjustment but also well-being for wives, but not for husbands (Rachlin & Hansen, 1985).

The application of equity theory to division of family tasks has proven problematic. Women must initiate negotiations for greater sharing of domestic tasks by men since role sharing primarily benefits the wife (Gilbert & Rachlin, 1987; Rice, 1979). For men, equitable sharing of household tasks, at least in the short run, requires more costs. Thus, some dual-career research indicates perceptions of equity in division of household tasks to be a significant factor affecting marital adjustment for dual-career wives, but not for husbands (Gilbert, 1985; Rachlin, 1987; Yogeve & Brett, 1985). However, it is important to note that equity refers to a perception of fairness based on an overall balance of rewards and constraints within a relationship. Thus, it is also possible that a traditional division of labor may be perceived as equitable, especially if the husband works longer hours and/or earns the higher income.

Cognitive restructuring.

Cognitive restructuring functions to positively reframe the meaning of problematic life circumstances, such that they are less likely to be appraised as threatening, thus maintaining affective equilibrium (Billings & Moos, 1984; Folkman et al., 1986; Folkman & Lazarus, 1985; Lazarus, 1982, 1984; Pearlin & Schooler, 1978). Cognitive restructuring has been classified as an emotion-focused coping strategy (Folkman & Lazarus, 1985; Folkman et al., 1986). Although cognitive restructuring can be an active, constructive attempt to control the emotional response during a stress encounter, it can also result in avoiding instrumental action to deal with the problematic circumstances, which may result in long-term stress symptoms (Holahan & Moos, 1987).

Cognitive restructuring has been identified as effective in reducing marital distress for large random samples of husbands and wives (Ilfeld, 1982; Menaghan, 1982). However, a positive evaluation of the marriage was linked with active, problem-solving in the Ilfeld study. In a study of stress and coping in major life roles, the use of cognitive restructuring mediated the relationship between life strains and stress in the occupational role, but was ineffective in the marital and parental roles (Pearlin & Schooler, 1978). One study assessing family well-being found strain to be positively associated with cognitive restructuring (Lavee et al., 1987).

Dual-career research has documented the use of cognitive restructuring by dual-career women and men (Elman & Gilbert, 1984; Gilbert, 1985; Poloma, 1972; Rapoport & Rapoport, 1976). Furthermore, use of this strategy was significantly related to perceived coping efficacy for a sample of dual-career women (Elman & Gilbert, 1984). Several studies highlight the benefits of cognitive restructuring for dual-career women in reducing the guilt and concern associated with maintaining a full time career and parenting children living at home (Elman & Gilbert, 1984; Johnson & Johnson, 1977; Rapoport & Rapoport, 1971, 1976).

In summary, stress literature categorizes cognitive restructuring as an active, emotion-focused coping strategy. Dual-career research documents the use of cognitive restructuring by husbands and wives; however, the effect of this strategy on affective stress in major social roles and on distress has not been quantitatively assessed by gender.

Role reduction.

Role reduction is a coping strategy whereby the definitions of important life roles are changed by reducing responsibilities (Elman & Gilbert, 1984; Hall, 1972). This strategy encompasses decisions to reduce career involvement, avocational activities (community and leisure activities), and household management duties. It also involves changing standards of performance by using legitimate excuses to avoid immediate performance of responsibilities and lowering standards for household and career performance. It is subsumed under the broad heading of personal role redefinition strategies whereby the individual alters externally structured demands imposed by role occupancy (Hall, 1972).

Numerous studies indicate that women compromise their career aspirations to fulfill family expectations. However, the overall effect was to increase career conflict (Heckman et al., 1977; Poloma, 1972; Poloma et al., 1982; Yohalem, 1979) and marital conflict (Poloma, 1972; Poloma et al., 1982; Yohalem, 1979). Yohalem (1979) reports this strategy is used less often as age of youngest child increases. Thus, it appears that role reduction may reduce stress in the parental role, although this has not been verified, while increasing professional and marital stress for women.

The effect of reducing responsibility by using legitimate excuses and avoiding responsibility on stress has not been investigated by role for dual-career women and men. Some research indicates that while this strategy is seldom used by men and women in dual-career families (Bird et al., 1983), it is significantly associated with increased role strain for both husbands and

wives (Bird & Bird, 1986). Wives reported a significantly greater use of the strategy than did husbands (Bird et al., 1983).

Both dual-career men and women have reported distressed feelings resulting from decreased time and opportunity for leisure and avocational activities (Bryson et al., 1978; Gilbert, 1985), lending support to the hypothesis that limiting avocational activities can lead to stress for dual-career men and women. Dual-career parents have reported a significant degree of conflict between the spouse and self roles, suggesting a relationship between developing individual pursuits and marital conflict. In the same study, the non-parent group reported conflict between the roles of professional and self (Holahan & Gilbert, 1979).

In summary, dual-career research indicates that role reduction is differentially used by men and women. Women tend to use role reduction strategies more often than men; however, both report using the strategy. The effects of role reduction strategies on affective stress in major social roles has not been traced. Most studies indicate negative effects associated with use of role reduction strategies.

Block 4: Affective Stress in Marital, Parental, and Professional Roles

Numerous developmental theorists have posited the centrality of paid work for men's lives (Erikson, 1968; Levinson, Darrow, Klein, Levinson & McKee, 1978; Vaillant, 1977). Recent reviews of landmark studies focusing on stress in men's lives conclude that research has focused on occupational stress, neglecting the study of stress and coping in the marital and parental roles (Barnett & Baruch, 1987; Gilbert, 1985). Thus, little is known about

the effects of multiple role involvement for men (Barnett & Baruch, 1987; Gove & Zeiss, 1987).

Pleck (1985) recently reviewed the literature on the consequences of men's psychological involvement in work and conducted new analyses on data from two national surveys completed in the 1970s. He concluded that men experience family roles as far more psychologically significant than paid work roles. Recent research investigating men's family roles supports Pleck's contention, suggesting these non-workplace roles have important effects on overall well-being (Cohen, 1987; Farrell & Rosenberg, 1981; Long & Porter, 1984; Lamb et al., 1985). However, Pleck (1985) noted that a minority of highly educated men in high status occupations may be more involved with work than with families.

Studies of psychological health, mortality rates, and disease morbidity rates report men benefiting more from marriage than women (Gove, 1972, 1973, 1978; Cleary & Mechanic, 1983). Perhaps more important is the finding that morbidity and mortality rates are lower for married men than for married women, suggesting an overall beneficial effect of marriage for men (Belle, 1987; Cleary, 1987).

Since more recent dual-career research indicates that husbands are participating more in childcare and household tasks, they are likely to experience increased feelings of stress in the parental role. Additionally, Gilbert (1985) reports that even traditional fathers, whose wives take care of household and parenting tasks, report parenting responsibilities to be a point of contention in the marital relationship. Participant fathers, who share

parenting, but not household tasks, mention feelings of inequity and competition between spouses, which may potentially adversely effect marital stress. Finally, role sharing fathers, who perceive equitable sharing of household and parenting tasks, mention worry about children and detrimental consequences for career advancement.

In summary, the study of stress in men's lives focuses on occupational stress, to the neglect of family roles. Moreover, the quality of experience in marital and parental roles has not been examined to determine their separate effects for the stress process.

Family roles have traditionally been considered women's core roles. There is a cultural expectation that women should perform their maternal duties naturally and find mothering a major source of satisfaction (Barnett & Baruch, 1987). However, the maternal role is often associated with psychological distress (Kandel, Davies, & Raveis, 1985) or psychophysiological symptomatology (Gore & Mangione, 1983), especially when children are preschool-age or numerous (Baruch & Barnett, 1986; Gore & Mangione, 1983; Pearlin, 1975; Radloff, 1975; Verbrugge, 1984). Parental strain has consistently been found to affect wives more than husbands (Barnett & Baruch, 1985, 1987; Cleary, 1987; Cleary & Mechanic, 1983; Gove & Geerken, 1977; Pearlin, 1975; Pearlin & Johnson, 1977, Voydanoff, 1987).

A review of literature examining the consequences of marital roles for women finds inconsistent results due to different indices of stress and well-being used across studies (Barnett & Baruch, 1987). However, a consistent

finding is that a strong association exists between satisfaction with marriage and overall happiness, which may in part be attributable to the primacy of family roles in women's lives (Barnett & Baruch, 1987; Kandel et al., 1985). However, these studies did not examine the relationship between marital stress and physical distress for dual-career women, who are highly committed to the professional role (Sekaran, 1983).

Dual-career literature documents the additive nature of women's roles, whereby the career role is added to existing family roles, resulting in potential for role conflict and overload (Holmstrom, 1972; Rapoport & Rapoport, 1971). On the other hand, many studies of dual-earner women report significant psychological well-being (Baruch & Barnett, 1986; Merikangas, 1985) and physical health benefits (Coleman, Antonucci, & Adelman, 1987; Verbrugge, 1982, 1985, 1987; Thoits, 1983) for employed women. Verbrugge (1984) reports this advantage to be even greater for women in higher occupational statuses.

Few dual-career studies compare the importance of different social roles for this population. However, one study reports that dual-career mothers ascribe similar ratings of reward, meaning, and legitimacy to the roles of mother and professional (Gilbert, Holahan, & Manning, 1981). Some studies report no gender differences in career importance (Hardesty & Betz, 1980; Sekaran, 1983).

In summary, although relationships between marital, professional, and parental role quality and distress have been demonstrated, research findings comparing the relative contribution of these roles to distress are inconsistent.

Also, few studies have examined the separate impact of major social roles on distress.

Block 5: Physical Distress

For this study, distress refers to physical manifestations of stress, and is viewed as the outcome of the stress process (Folkman et al., 1986; Thoits, 1983). With few exceptions (Pearlin & Schooler, 1978), most stress researchers have abandoned the use of affective manifestations of stress, which are felt to be evidence of short-term symptomatology, for long-term outcomes, such as physical manifestations of stress (Folkman et al., 1986).

Selye's (1966) theoretical conceptualization of stress as a nonspecific response of the body to any demand made upon it focused attention on the biochemical, anatomic, and neurohormonal changes occurring during the stress process (Mikhail, 1981; Zegans, 1982). However, later research by Mason (1975) revealed the psychological meaning of a stimulus versus nonspecific environmental stressors activate physiological response. Current conceptualizations of somatic stress reactions recognize three parallel systems--physiological, psychological, and social--to be operative. The imbalance in any one can result in symptoms within that system or across systems (Appley & Trumbull, 1987; Zegans, 1982).

A complete understanding of the mechanism whereby cognitive and emotional reactions affect physical response is far from complete. However, the brain identifies threats, activates alarms, appraisal, and coping, as well as organizes body changes, to operate synergistically with one another (Zegans, 1982). Recent research has begun to substantiate specific

alterations in the functioning of the hypothalamic-pituitary pathways that modulate endocrine, autonomic, and immune processes at different stages in the stress process such as state of alarm, appraisal, coping, and with varying outcomes such as mastery, exhaustion, and disorganization. Modern neurophysiological studies indicate that neuroendocrine stress responses have the potential to influence every gland, artery, and organ in the body (Cohen, 1985; Holyroyd & Lazarus, 1982; Zegans, 1982). Physiological stress reactions have been demonstrated to result in changes in sleep patterns (Reichlin, 1979; Weitzman, Boyar, Kapen, & Hellman, 1975), changes in eating and health habits (Antelman & Caggivla, 1977; Reichlin, 1979), and changes in affective states (Reichlin, 1979).

APPENDIX B
METHODOLOGY

METHODOLOGY

This appendix more fully describes the pilot study, sampling and data collection procedures, and data analysis utilized in the study.

Pilot Study

This study is part of the Dual-Career Family Project in the Department of Family and Child Development at Virginia Polytechnic Institute under the direction of Dr. Gloria W. Bird. Four graduate students met under the guidance of Dr. Bird for a six-month period to develop the theoretical model and the instruments for this research study.

In November, 1985, a pilot survey was administered to a sample of 14 dual-career couples. The purpose of the pilot was threefold: to identify any ambiguous or confusing terminology, to determine if response choices provided adequate item variance, and to obtain overall reactions to the questionnaire. Ambiguous, confusing items and directions were altered as a result of feedback from pilot participants.

Sample

Data were collected from a purposive sample of 276 dual-career couples, 552 spouses. A modification of the snowball technique of selection (Smith, 1981) was used to obtain names and addresses of couples living in the Roanoke, Blacksburg, and Christiansburg metropolitan areas of Southwest Virginia likely to meet the requirements of the dual-career lifestyle. The snowball technique was deemed an appropriate sampling technique for this specialized population because of the difficulty of locating dual-career families

using random sampling methods. Initial contacts were made through personal networks. Initial contacts then provided names of other dual-career couples. The present study utilizes responses of 163 dual-career women and 149 dual-career men.

Procedure

The instrument (See Appendix C) was constructed in accordance with the "Total Design Method" (Dillman, 1978). The questionnaire consisted of three 8" x 12" sheets of paper folded and stapled in the middle to form a booklet, the dimensions of which are 6" x 8". The graphic illustration for the cover was carefully designed to create a positive first impression. The cover also included the project title, Dual-Career Family Project, and the study sponsor, Department of Family and Child Development, Virginia Polytechnic Institute and State University, to establish the legitimacy of sponsorship for the study. The pages of the questionnaire were typed, then photographically reduced and reproduced on white paper. Great attention was given to all details of questionnaire and booklet construction to produce an attractive, wellorganized professional questionnaire.

In accordance with the "Total Design Method" (Dillman, 1978), a cover letter (See Appendix D) was developed asking recipients to provide information which would help identify components of the stress process common to dual-career families. The reward of helping other dual-career couples was emphasized to provide motivation for questionnaire completion.

A packet containing the cover letter, separate questionnaires for both husband and wife, and two stamped, pre-addressed reply envelopes were

mailed to each dualcareer couple on the mailing list. One week after the initial mailing, a postcard was sent thanking those who had returned the questionnaire and urging completion by nonrespondents (See Appendix D). Three weeks after the initial mailing, a second follow-up letter was sent to nonrespondents (See Appendix D). Finally, seven weeks after the original mailing, a third letter with replacement questionnaire and a stamped, pre-addressed envelope was sent to anyone who had not yet returned the questionnaire (See Appendix D).

Responses were received from 386 individuals, resulting in a response rate of 70%. The response rate was calculated as the percentage of contacts with eligible respondents that resulted in completed questionnaires (Dillman, 1978).

Responses to questionnaire items were coded and transferred to opscan sheets which were then read onto a computer disc. Negatively worded items were reverse coded to read in a positive direction. All analyses were calculated using the Statistical Analysis System (SAS) (Helwig & Council, 1986).

Data Analysis

Responses on the 44 coping items were factor analyzed to reduce and organize the data. The type of factor analysis used was principal factoring with iteration. This method of analysis extracts the number of factors with eigenvalues greater than or equal to 1.0. The varimax technique was used to rotate the axis orthogonally. The resulting seven factors are described as dimensions of coping. The factors are Cognitive Restructuring, Delegating

Responsibility, Limiting Responsibility, Subordinating Work, Compartmentalizing Work and Family, Avoiding Responsibility, Using Social Support (Guelzow, 1986). The factor, Cognitive Restructuring was used for the present study. Cronbach Alpha for this study is .80. Role Reduction was formed by combining the Limiting Responsibility, Subordinating Work, and Avoiding Responsibility factors since all 3 factors encompassed strategies to reduce role responsibility (Elman & Gilbert, 1984; Hall, 1972; Piotrkowski, et al, 1987; Voydanoff, 1987). Cronbach alpha for Role Reduction for this study is .68.

Responses on the 37 role strain items were factor analyzed to reduce and organize the data. Principal factoring with iteration was used for the factor analysis. This method extracts the number of factors with eigenvalues greater than or equal to 1.0. The varimax technique was used to rotate the axis orthogonally. The resulting eight factors are described as dimensions of role strain. The factors included Conflict, Overload, Compromise, Social Pressure, Kin Pressure, Family Expectations, Child Expectations, and Schedule (Bird, 1987). The Conflict and Overload factors were combined on conceptual grounds since the literature overwhelmingly identifies these factors to be components of role strain for employed men and women (Barnett & Baruch, 1985; Gilbert, 1985; Heckman et al., 1977; Rapoport & Rapoport, 1971, 1976; Voydanoff, 1987). Cronbach alpha for Role Strain for this study is .78.

APPENDIX C
INSTRUMENT

PART A

Considering your own experiences in a two-career family, circle the number from 1 to 7 which indicates how much you Agree or Disagree that each statement below describes your way of managing the dual responsibilities of employment and family life.

I manage family and career demands by:	Strongly Disagree	1	2	3	4	5	6	7	Strongly Agree
1. Becoming more efficient, planning and organizing my time.	1	2	3	4	5	6	7		
2. Limiting my involvement on the job--saying "no" to some of the things I could be doing.	1	2	3	4	5	6	7		
3. Believing that our family life is better because both of us are employed.	1	2	3	4	5	6	7		
4. Ignoring comments about how husbands and wives "should" behave.	1	2	3	4	5	6	7		
5. Changing my standards of how well household tasks must be done.	1	2	3	4	5	6	7		
6. Setting priorities and doing the most important things first.	1	2	3	4	5	6	7		
7. Leaving some things undone around the house.	1	2	3	4	5	6	7		
8. Eliminating certain community activities.	1	2	3	4	5	6	7		
9. Cutting back on leisure activities.	1	2	3	4	5	6	7		
10. Making friends with other two-career couples.	1	2	3	4	5	6	7		
11. Setting aside "family time".	1	2	3	4	5	6	7		
12. Hiring outside help to assist with household chores or home maintenance.	1	2	3	4	5	6	7		
13. Overlooking the difficulties; focusing on the good things about our family.	1	2	3	4	5	6	7		
14. Eating out more frequently.	1	2	3	4	5	6	7		
15. Believing that my career has made me a better wife than I otherwise would be.	1	2	3	4	5	6	7		
16. Relying on extended family members for support and encouragement.	1	2	3	4	5	6	7		
17. Separating my work life from family life so I can concentrate my effort on one area at a time.	1	2	3	4	5	6	7		

- | | Strongly
Disagree | | | | | | | Strongly
Agree |
|--|----------------------|---|---|---|---|---|---|-------------------|
| | 1 | 2 | 3 | 4 | 5 | 6 | 7 | |
| 18. Encouraging frequent communication among all family members. | 1 | 2 | 3 | 4 | 5 | 6 | 7 | |
| 19. Reducing the time I spend at work. | 1 | 2 | 3 | 4 | 5 | 6 | 7 | |
| 20. Planning career changes around family needs. | 1 | 2 | 3 | 4 | 5 | 6 | 7 | |
| 21. Believing there are more advantages than disadvantages to my lifestyle. | 1 | 2 | 3 | 4 | 5 | 6 | 7 | |
| 22. Buying goods and services that save time. | 1 | 2 | 3 | 4 | 5 | 6 | 7 | |
| 23. Having a schedule flexible enough to accommodate special needs and events. | 1 | 2 | 3 | 4 | 5 | 6 | 7 | |
| 24. Planning ahead so that major changes at home will not disturb my career goals. | 1 | 2 | 3 | 4 | 5 | 6 | 7 | |
| 25. Making better use of time at work. | 1 | 2 | 3 | 4 | 5 | 6 | 7 | |
| 26. Having good friends that I can talk to. | 1 | 2 | 3 | 4 | 5 | 6 | 7 | |
| 27. Believing that I need lots of stimulation and activity to be satisfied with my life. | 1 | 2 | 3 | 4 | 5 | 6 | 7 | |
| 28. Believing that, with time, combining my career with family life will get easier. | 1 | 2 | 3 | 4 | 5 | 6 | 7 | |
| 29. Putting off tasks I don't have time to do. | 1 | 2 | 3 | 4 | 5 | 6 | 7 | |
| 30. Cutting down on the amount of "outside activities" in which I can be involved. | 1 | 2 | 3 | 4 | 5 | 6 | 7 | |
| 31. Believing that my career is one of the most important things in my life. | 1 | 2 | 3 | 4 | 5 | 6 | 7 | |
| 32. Finding legitimate excuses to keep from fulfilling obligations I dislike. | 1 | 2 | 3 | 4 | 5 | 6 | 7 | |
| 33. Using family responsibilities to justify not accepting more job responsibilities. | 1 | 2 | 3 | 4 | 5 | 6 | 7 | |
| 34. Postponing certain tasks until the pressure to do them subsides. | 1 | 2 | 3 | 4 | 5 | 6 | 7 | |
| 35. Maintaining my health (eating right, getting enough sleep). | 1 | 2 | 3 | 4 | 5 | 6 | 7 | |
| IF YOU DO NOT HAVE CHILDREN <u>LIVING AT HOME</u> , PROCEED TO PART B. | | | | | | | | |
| 36. Delegating tasks to other family members. | 1 | 2 | 3 | 4 | 5 | 6 | 7 | |

- | | SD | SA |
|--|---------------|---------------|
| 37. Believing that my career has made me a better parent than I otherwise would be. | 1 2 3 4 5 6 7 | 1 2 3 4 5 6 7 |
| 38. Ignoring criticisms about parents who both work. | 1 2 3 4 5 6 7 | 1 2 3 4 5 6 7 |
| 39. Arranging for child care so my husband and I can spend time together. | 1 2 3 4 5 6 7 | 1 2 3 4 5 6 7 |
| 40. Encouraging our child(ren) to be more self-sufficient. | 1 2 3 4 5 6 7 | 1 2 3 4 5 6 7 |
| 41. Sharing more child care and household tasks with my husband. | 1 2 3 4 5 6 7 | 1 2 3 4 5 6 7 |
| 42. Believing my commitment to my career sets a good example for my child(ren). | 1 2 3 4 5 6 7 | 1 2 3 4 5 6 7 |
| 43. Encouraging my child(ren) to help out whenever possible. | 1 2 3 4 5 6 7 | 1 2 3 4 5 6 7 |
| 44. Believing it is important that I excel at both my career and as a wife and mother. | 1 2 3 4 5 6 7 | 1 2 3 4 5 6 7 |

PART B

Another important purpose of this study is to learn more about the sources of stress in two-career families. Indicate how much you Agree or Disagree with each of the following statements. (Circle number)

I. MARITAL ROLES:

- | | SD | SA |
|--|---------------|---------------|
| 1. Because of career demands, I find it difficult to be the kind of wife I'd like to be. | 1 2 3 4 5 6 7 | 1 2 3 4 5 6 7 |
| 2. My husband compares me favorably to the wives of his friends. | 1 2 3 4 5 6 7 | 1 2 3 4 5 6 7 |
| 3. My husband understands the demands made on me professionally. | 1 2 3 4 5 6 7 | 1 2 3 4 5 6 7 |
| 4. My relationship with my husband has suffered because we have so little time together. | 1 2 3 4 5 6 7 | 1 2 3 4 5 6 7 |
| 5. My work schedule is so demanding that I often neglect my share of the household chores. | 1 2 3 4 5 6 7 | 1 2 3 4 5 6 7 |
| 6. My husband and I experience conflict because of competition over our careers. | 1 2 3 4 5 6 7 | 1 2 3 4 5 6 7 |
| 7. I have had to compromise my career goals for the sake of my marriage. | 1 2 3 4 5 6 7 | 1 2 3 4 5 6 7 |

II. OCCUPATIONAL ROLES

- | | SD | | | | | | | SA |
|--|----------|----------|----------|----------|----------|----------|----------|----|
| | 1 | 2 | 3 | 4 | 5 | 6 | 7 | |
| 1. Because of family demands, my productivity at work has suffered. | <u>1</u> | <u>2</u> | <u>3</u> | <u>4</u> | <u>5</u> | <u>6</u> | <u>7</u> | |
| 2. My work schedule is flexible enough to allow time off work to take care of family needs. | <u>1</u> | <u>2</u> | <u>3</u> | <u>4</u> | <u>5</u> | <u>6</u> | <u>7</u> | |
| 3. I have had to modify my career goals to accommodate my husband's career plans. | <u>1</u> | <u>2</u> | <u>3</u> | <u>4</u> | <u>5</u> | <u>6</u> | <u>7</u> | |
| 4. Policies and procedures at work are supportive of two-career families. | <u>1</u> | <u>2</u> | <u>3</u> | <u>4</u> | <u>5</u> | <u>6</u> | <u>7</u> | |
| 5. Managing the changing demands of my career, my husband's career, and everyday family life is a constant strain. | <u>1</u> | <u>2</u> | <u>3</u> | <u>4</u> | <u>5</u> | <u>6</u> | <u>7</u> | |
| 6. I am under pressure to take on more job responsibilities than I can comfortably handle. | <u>1</u> | <u>2</u> | <u>3</u> | <u>4</u> | <u>5</u> | <u>6</u> | <u>7</u> | |
| 7. I worry that I'm giving up too much of my feminine identity by being so involved with my career. | <u>1</u> | <u>2</u> | <u>3</u> | <u>4</u> | <u>5</u> | <u>6</u> | <u>7</u> | |

IF YOU DO NOT HAVE CHILDREN LIVING AT HOME, PROCEED TO IV. PERSONAL ROLES.

III. PARENTING ROLES

- | | SD | | | | | | | SA |
|---|----------|----------|----------|----------|----------|----------|----------|----|
| | 1 | 2 | 3 | 4 | 5 | 6 | 7 | |
| 1. My career interferes with my ability to be the kind of mother I'd like to be. | <u>1</u> | <u>2</u> | <u>3</u> | <u>4</u> | <u>5</u> | <u>6</u> | <u>7</u> | |
| 2. I have as much patience with my child(ren) as I would like. | <u>1</u> | <u>2</u> | <u>3</u> | <u>4</u> | <u>5</u> | <u>6</u> | <u>7</u> | |
| 3. My child(ren) resent my not being more available. | <u>1</u> | <u>2</u> | <u>3</u> | <u>4</u> | <u>5</u> | <u>6</u> | <u>7</u> | |
| 4. My child(ren) compare me unfavorably to mothers who aren't employed. | <u>1</u> | <u>2</u> | <u>3</u> | <u>4</u> | <u>5</u> | <u>6</u> | <u>7</u> | |
| 5. I am comfortable with the arrangements for my child(ren) while I'm working. | <u>1</u> | <u>2</u> | <u>3</u> | <u>4</u> | <u>5</u> | <u>6</u> | <u>7</u> | |
| 6. My child(ren) think I expect too much of them. | <u>1</u> | <u>2</u> | <u>3</u> | <u>4</u> | <u>5</u> | <u>6</u> | <u>7</u> | |
| 7. My husband feels I spend too much time with our child(ren) and not enough time with him. | <u>1</u> | <u>2</u> | <u>3</u> | <u>4</u> | <u>5</u> | <u>6</u> | <u>7</u> | |
| 8. I have had to compromise my career goals for the sake of my child(ren). | <u>1</u> | <u>2</u> | <u>3</u> | <u>4</u> | <u>5</u> | <u>6</u> | <u>7</u> | |

IV. PERSONAL ROLES:

- | | BD | SA |
|---|----------------------|----------|
| 1. I constantly push myself to be a success in all aspects of my life. | <u>1 2 3 4 5 6 7</u> | <u>7</u> |
| 2. Sometimes I feel like I never get a moment to myself. | <u>1 2 3 4 5 6 7</u> | <u>7</u> |
| 3. I have to rush to get everything done each day. | <u>1 2 3 4 5 6 7</u> | <u>7</u> |
| 4. I'm torn between a need to make some changes in my life and a desire to keep things as they are. | <u>1 2 3 4 5 6 7</u> | <u>7</u> |
| 5. I regularly take time for myself, away from career and family. | <u>1 2 3 4 5 6 7</u> | <u>7</u> |
| 6. I am frequently under pressure to comply with what other people think is best for me. | <u>1 2 3 4 5 6 7</u> | <u>7</u> |
| 7. Many of the things I do are to please other people, not myself. | <u>1 2 3 4 5 6 7</u> | <u>7</u> |

V. SOCIAL ROLES:

- | | BD | SA |
|---|----------------------|----------|
| 1. My close relatives don't understand the demands of being in a two-career family. | <u>1 2 3 4 5 6 7</u> | <u>7</u> |
| 2. My close relatives are critical of how I manage family and career. | <u>1 2 3 4 5 6 7</u> | <u>7</u> |
| 3. When I need it, I get a great deal of support from my relatives. | <u>1 2 3 4 5 6 7</u> | <u>7</u> |
| 4. I have at least one friend who listens, whom I can confide in, and who doesn't judge me. | <u>1 2 3 4 5 6 7</u> | <u>7</u> |
| 5. Entertaining and attending social functions consumes much more time than I would like. | <u>1 2 3 4 5 6 7</u> | <u>7</u> |
| 6. I have enough time to visit the friends and relatives I care most about. | <u>1 2 3 4 5 6 7</u> | <u>7</u> |
| 7. Regardless of family and career responsibilities, I feel obligated to participate in community organizations and activities. | <u>1 2 3 4 5 6 7</u> | <u>7</u> |
| 8. What my neighbors think of me doesn't concern me. | <u>1 2 3 4 5 6 7</u> | <u>7</u> |

PART C

Next, we are interested in learning more about the feelings of gratification and reward as well as the more stressful feelings normally related to living in a two-career family. Please indicate how often each of the listed feelings describes your thoughts about your life in a two-career family. (Circle Number)

1. In general, when I think of myself as a WIFE, I feel:
- | | Never | | | | | | | Always |
|--------------------------|----------|---|---|---|---|---|---|--------|
| Supported..... | <u>1</u> | 2 | 3 | 4 | 5 | 6 | 7 | |
| Desired..... | <u>1</u> | 2 | 3 | 4 | 5 | 6 | 7 | |
| Inadequate..... | <u>1</u> | 2 | 3 | 4 | 5 | 6 | 7 | |
| Guilty..... | <u>1</u> | 2 | 3 | 4 | 5 | 6 | 7 | |
| Worried..... | <u>1</u> | 2 | 3 | 4 | 5 | 6 | 7 | |
| Appreciated..... | <u>1</u> | 2 | 3 | 4 | 5 | 6 | 7 | |
| Tense/Anxious..... | <u>1</u> | 2 | 3 | 4 | 5 | 6 | 7 | |
| Frustrated..... | <u>1</u> | 2 | 3 | 4 | 5 | 6 | 7 | |
| Understood..... | <u>1</u> | 2 | 3 | 4 | 5 | 6 | 7 | |
| Secure..... | <u>1</u> | 2 | 3 | 4 | 5 | 6 | 7 | |
| Taken Advantage Of..... | <u>1</u> | 2 | 3 | 4 | 5 | 6 | 7 | |
| Emotionally Drained..... | <u>1</u> | 2 | 3 | 4 | 5 | 6 | 7 | |
2. Overall, when I think of myself as a PROFESSIONAL, I feel:
- | | Never | | | | | | | Always |
|-------------------------|----------|---|---|---|---|---|---|--------|
| Competent..... | <u>1</u> | 2 | 3 | 4 | 5 | 6 | 7 | |
| Overwhelmed..... | <u>1</u> | 2 | 3 | 4 | 5 | 6 | 7 | |
| Frustrated..... | <u>1</u> | 2 | 3 | 4 | 5 | 6 | 7 | |
| In Control..... | <u>1</u> | 2 | 3 | 4 | 5 | 6 | 7 | |
| Supported..... | <u>1</u> | 2 | 3 | 4 | 5 | 6 | 7 | |
| Taken Advantage Of..... | <u>1</u> | 2 | 3 | 4 | 5 | 6 | 7 | |
| Confident..... | <u>1</u> | 2 | 3 | 4 | 5 | 6 | 7 | |

As a PROFESSIONAL, I feel:	Never						Always
Understood.....	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>
Appreciated.....	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>
Tense/Anxious.....	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>
Emotionally Drained.....	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>
Worried.....	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>

IF YOU DO NOT HAVE CHILDREN LIVING AT HOME, PROCEED TO PART D.

1. In general, when I think of myself as a PARENT, I feel:	Never						Always
In Control.....	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>
Inadequate.....	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>
Frustrated.....	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>
Appreciated.....	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>
Taken Advantage Of.....	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>
Tense/Anxious.....	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>
Overwhelmed.....	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>
Confident.....	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>
Understood.....	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>
Emotionally Drained.....	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>
Guilty.....	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>
Worried.....	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>

PART D

The following feelings of distress are commonly experienced by people as they cope with the ups and downs of everyday life. How often in the past week were you bothered by the following feelings?

	Never						Very Often
1. Feeling nervous or shaky inside	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>
2. Having less tolerance for frustration	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>
3. Feeling depressed	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>

- | | Never | | | | | | Very
Often |
|---|----------|----------|----------|----------|----------|----------|---------------|
| | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| 4. Having trouble concentrating | <u>1</u> | <u>2</u> | <u>3</u> | <u>4</u> | <u>5</u> | <u>6</u> | <u>7</u> |
| 5. Feeling physically drained | <u>1</u> | <u>2</u> | <u>3</u> | <u>4</u> | <u>5</u> | <u>6</u> | <u>7</u> |
| 6. Having difficulty falling asleep or staying asleep | <u>1</u> | <u>2</u> | <u>3</u> | <u>4</u> | <u>5</u> | <u>6</u> | <u>7</u> |
| 7. Having tension-related aches or pains | <u>1</u> | <u>2</u> | <u>3</u> | <u>4</u> | <u>5</u> | <u>6</u> | <u>7</u> |
| 8. Having a change in normal appetite | <u>1</u> | <u>2</u> | <u>3</u> | <u>4</u> | <u>5</u> | <u>6</u> | <u>7</u> |
| 9. Feeling less satisfaction or pleasure in things usually valued | <u>1</u> | <u>2</u> | <u>3</u> | <u>4</u> | <u>5</u> | <u>6</u> | <u>7</u> |
| 10. Feeling less sensitive to the needs of others | <u>1</u> | <u>2</u> | <u>3</u> | <u>4</u> | <u>5</u> | <u>6</u> | <u>7</u> |
| 11. Would you say that the past week was fairly typical of your life...without any unusual circumstances or situations? (Circle Number) | | | | | | | |
| 1 YES | | | | | | | |
| 2 NO If NO, why do you consider the past week unusual? _____ | | | | | | | |

PART E

How often do you use each of the following techniques to reduce stress?

- | | Not At
All | 1X Per
Week | 2X Per
Week | 3X or More
Per Week | Daily |
|-------------------------------------|---------------|----------------|----------------|------------------------|----------|
| 1. Meditation/Self Hypnosis..... | <u>1</u> | <u>2</u> | <u>3</u> | <u>4</u> | <u>5</u> |
| 2. Relaxation Techniques..... | <u>1</u> | <u>2</u> | <u>3</u> | <u>4</u> | <u>5</u> |
| 3. Yoga..... | <u>1</u> | <u>2</u> | <u>3</u> | <u>4</u> | <u>5</u> |
| 4. Jogging..... | <u>1</u> | <u>2</u> | <u>3</u> | <u>4</u> | <u>5</u> |
| 5. Aerobics/Calisthenics..... | <u>1</u> | <u>2</u> | <u>3</u> | <u>4</u> | <u>5</u> |
| 6. Bicycling..... | <u>1</u> | <u>2</u> | <u>3</u> | <u>4</u> | <u>5</u> |
| 7. Walking..... | <u>1</u> | <u>2</u> | <u>3</u> | <u>4</u> | <u>5</u> |
| 8. Anti-anxiety Medication..... | <u>1</u> | <u>2</u> | <u>3</u> | <u>4</u> | <u>5</u> |
| 9. Sleep Aids..... | <u>1</u> | <u>2</u> | <u>3</u> | <u>4</u> | <u>5</u> |
| 10. Other _____
(Please Specify) | <u>1</u> | <u>2</u> | <u>3</u> | <u>4</u> | <u>5</u> |

PART F

It's important that we know more about how you view yourself. We would like for you to give an honest appraisal of your feelings about yourself by reacting to the next few items. Circle the number from 1 to 7 which indicates how much you Disagree or Agree with each statement.

	Strongly Disagree						Strongly Agree
	1	2	3	4	5	6	7
1. On the whole, I am satisfied with myself.	<u>1</u>	2	3	4	5	6	7
2. I feel I have a number of good qualities.	<u>1</u>	2	3	4	5	6	7
3. I have little control over the events and circumstances that affect my life.	<u>1</u>	2	3	4	5	6	7
4. I tend to be rather critical of myself, sometimes even criticising myself to others.	<u>1</u>	2	3	4	5	6	7
5. I find it hard to believe compliments given to me by others.	<u>1</u>	2	3	4	5	6	7
6. I feel confident that I am capable of dealing with most problems that occur in my life.	<u>1</u>	2	3	4	5	6	7
7. I am able to do things as well as most other people.	<u>1</u>	2	3	4	5	6	7
8. I sometimes feel all "bottled up" inside, as if part of me can't be expressed.	<u>1</u>	2	3	4	5	6	7
9. I find it easy to put my mistakes behind me and get on with my life.	<u>1</u>	2	3	4	5	6	7
10. Something negative usually happens if I am feeling too happy or self-confident.	<u>1</u>	2	3	4	5	6	7
11. I feel I'm very close to being the kind of person I want to be.	<u>1</u>	2	3	4	5	6	7
12. I usually blame myself when things go wrong.	<u>1</u>	2	3	4	5	6	7
13. Sometimes I feel that I'm being pushed around in life.	<u>1</u>	2	3	4	5	6	7
14. I can accomplish just about anything I really set my mind to.	<u>1</u>	2	3	4	5	6	7

PART G

In this section we are interested in your description of the daily give-and-take that occurs in your marital relationship. Indicate the extent to which you and your husband do each of the following things in your marriage. (Circle the X only if the item applies to neither of you.)

	He Does Much More				I Do Much More				
	1	2	3	4	5	6	7	X	
1. Pay compliments to the other.	<u>1</u>	2	3	4	5	6	7	X	
2. Attempt to see the other's point of view when we are having an argument.	<u>1</u>	2	3	4	5	6	7	X	
3. Do favors for the other, even when not asked.	<u>1</u>	2	3	4	5	6	7	X	
4. Begin to talk about what is troubling our marriage when there is tension between us.	<u>1</u>	2	3	4	5	6	7	X	
5. Give the other a spontaneous hug or kiss.	<u>1</u>	2	3	4	5	6	7	X	
6. Try to bring the other "out of it" when one of us is restless, bored or depressed.	<u>1</u>	2	3	4	5	6	7	X	
7. Listen and offer advice when the other is faced with a problem.	<u>1</u>	2	3	4	5	6	7	X	
8. Give in to the other's wishes when one of us wants to do something the other doesn't.	<u>1</u>	2	3	4	5	6	7	X	
9. Confide one's inner-most thoughts and feelings to the other.	<u>1</u>	2	3	4	5	6	7	X	
10. Contribute the most in reaching a solution when we face a problem.	<u>1</u>	2	3	4	5	6	7	X	
11. Know how the other is feeling, even when no words are spoken between us.	<u>1</u>	2	3	4	5	6	7	X	
12. Alter habits and ways of doing things to please the other.	<u>1</u>	2	3	4	5	6	7	X	
13. See oneself as having more influence on important decisions affecting our marriage.	<u>1</u>	2	3	4	5	6	7	X	

PART H

Finally, we would like to request some general information needed to help interpret the results of the study.

1. What is the year of your birth? _____
year

2. Which one of the following best describes your racial or ethnic identification? (Circle number)

- 1 BLACK
- 2 SPANISH OR MEXICAN HERITAGE
- 3 NATIVE AMERICAN (AMERICAN INDIAN)
- 4 WHITE (CAUCASIAN)
- 5 ORIENTAL OR PACIFIC ISLANDER
- 6 OTHER (specify) _____

3. What is the highest level of education that you have completed?

_____ level of education (years completed or degree)

4. For each time you've been married: How long did the marriage last? How old were you when the marriage began? Are you still married, divorced, or widowed (circle appropriate letter)?

	Length of Marriage	Age at Marriage	Still Married(SM), Divorced(D), Widowed(W)		
	Years	Years	SM	D	W
First Marriage:	_____	_____	SM	D	W
Second Marriage:	_____	_____	SM	D	W
Third Marriage:	_____	_____	SM	D	W

5. Do you have any regular activities away from home besides those associated with your career or family responsibilities (e.g., evening courses, volunteer activities, hobbies, exercise classes). (Circle number)

- 1 NO
- 2 YES If YES, How many hours per week do you spend in these activities? _____ hours

IF YOU DO NOT HAVE CHILD(REN), PROCEED TO ITEM 10.

6. How many children do you have? _____ number of children

7. What are the ages of child(ren) living at home?

BOY(S) age age age age GIRL(S) age age age age

8. If any child(ren) listed in item 7 are from a previous marriage of yours, please circle the age of the child(ren).

9. Is it necessary for you to make regular arrangements for the care of your child(ren) while you are working? (Circle number)

- 1 NO
- 2 YES If YES, how is each child cared for? _____

APPENDIX D
CORRESPONDENCE



COLLEGE OF HUMAN RESOURCES

VIRGINIA POLYTECHNIC INSTITUTE AND STATE UNIVERSITY

Blacksburg, Virginia 24061 - 8299

DEPARTMENT OF FAMILY AND CHILD DEVELOPMENT (703) 961-4794 or 4795

Dual-Career Family Project

Dear Dual-Career Wife:

A recent trend in American family life is an increase in the number of families in which both husband and wife have full-time careers. Stress is sometimes created when work, family, and community interests compete for limited time and energy. Yet, there is little research-based information on specific coping strategies available to dual-career families who experience such stress. The purpose of our study is to examine the process of stress: its sources, mediators, and outcomes.

You are among a sample of dual-career couples being asked to assist with this research. Your responses will provide a unique contribution to the study of stress and coping in this emergent lifestyle. In order for the results to be truly representative, it is important that each questionnaire be completed independently and returned promptly. The time (approximately 25 minutes) that you take to complete the survey will be greatly appreciated.

You may be assured of complete confidentiality. The questionnaires have a code number for two purposes. The first is to identify husbands and wives as couples. The second purpose is for mail identification only. Your name will be checked off the mailing list when your questionnaire is returned and will never be associated with your responses in any way.

We shall be most happy to answer any questions you may have. Please feel free to write or call.

Thank you for your assistance.

Project Coordinators:
Maureen G. Guelzow
Maureen H. Schnittger
Nancy J. Wanamaker

Gloria W. Bird, Ph.D.
Assistant Department Head
Family and Child Development



COLLEGE OF HUMAN RESOURCES

VIRGINIA POLYTECHNIC INSTITUTE AND STATE UNIVERSITY

Blacksburg, Virginia 24061 - 8299

DEPARTMENT OF FAMILY AND CHILD DEVELOPMENT (703) 961-4794 or 4795

Dual-Career Family Project

Dear Dual-Career Husband:

A recent trend in American family life is an increase in the number of families in which both husband and wife have full-time careers. Stress is sometimes created when work, family, and community interests compete for limited time and energy. Yet, there is little research-based information on specific coping strategies available to dual-career families who experience such stress. The purpose of our study is to examine the process of stress: its sources, mediators, and outcomes.

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We shall be most happy to answer any questions you may have. Please feel free to write or call.

Thank you for your assistance.

Project Coordinators:
Maureen G. Guelzow
Maureen H. Schnittger
Nancy J. Wanamaker

Gloria W. Bird, Ph.D.
Assistant Department Head
Family and Child Development

Last week, two questionnaires were mailed to you seeking information about how dual-career couples cope with stress. If each of you have already completed and returned them to us, please accept our sincere thanks. If not, your prompt response will be very much appreciated. It is important that your questionnaires be included in the study if the results are to be truly representative.

If by some chance you do not have the questionnaires, please call me immediately, (703) 961-4791 or send me a note. I will mail another set to you.

Sincerely,

Gloria W. Bird, Ph.D.
1A Wallace Annex, Virginia Tech
Blacksburg, VA 24061



COLLEGE OF HUMAN RESOURCES

VIRGINIA POLYTECHNIC INSTITUTE AND STATE UNIVERSITY

Blacksburg, Virginia 24061 - 8299

DEPARTMENT OF FAMILY AND CHILD DEVELOPMENT (703) 961-4794 or 4795

February 12, 1986

Dear Dual-Career Couple:

About three weeks ago I wrote to you requesting your participation in a dual-career research project. As of today we have not received a completed questionnaire from one or both of you.

The purpose of our study is to examine the process of stress: its sources, mediators, and outcomes. Your responses will provide a unique contribution to the study of stress and coping in dual-career families.

I am writing to you again because of the significance each questionnaire has to the usefulness of this study. In order for the results of this study to be truly representative of dual-career couples, it is essential that each person in the sample return their questionnaire.

Your names were provided by another dual-career couple. Please know that we understand your need for privacy. You may be assured of complete confidentiality. In no way will your responses be associated with your names.

In the event that your questionnaire has been misplaced, please call me immediately, (703) 961-4791, or send a note. I will mail another set to you.

Your cooperation is greatly appreciated.

Cordially,

Gloria W. Bird, Ph.D.
1-A Wallace Annex
Virginia Tech
Blacksburg, VA 24061

GWB/mlm

VIRGINIA TECH

Department of Family
and Child Development

Wallace Annex
Blacksburg Virginia 24061-8299
(703) 961-4794 or 4795

Dual-Career Family Project

March 12, 1986

Dear Dual-Career Couple:

Your assistance is important to the success of our study of stress and coping in dual-career families. If you have already completed and returned your questionnaire(s), please accept our sincere thanks and our apology for contacting you again.

The number of returned questionnaires is very encouraging. But, whether we will be able to describe accurately how dual-career couples cope with stress depends upon you and others who have not yet responded. Past experiences suggest that those of you who have not yet responded may hold quite different perspectives on stress and coping than those who have returned their questionnaires.

This is one of the first studies of this type ever conducted using a sample of dual-career couples. The usefulness of the results depends on how accurately we are able to describe the stress process among career couples. As we began this study we were very much aware of the time constraints facing families in which both spouses have careers. Yet, we were convinced that career couples would see the value of providing information useful to the ever-increasing number of families with similar lifestyles.

In case our other correspondence did not reach you, a replacement questionnaire is enclosed. The time you take (approximately 30 minutes) to complete the survey will be sincerely appreciated. May I urge you to complete and return it before March 31.

We'll be happy to send you a copy of the results. Simply put your name, address, and "copy of results requested" on the back of the return envelope.

Thank you for your contribution to the success of this study.

Most sincerely,

Project Coordinators:
Maureen Guelzow
Maureen Schnittger
Nancy Wanamaker

Gloria W. Bird, Ph.D.
Assistant Department Head
Family and Child Development

Virginia Polytechnic Institute and State University

APPENDIX E
SUPPLEMENTARY DISCUSSION

DISCUSSION

This study presents a model of stress and coping for dual-career couples based on stress theory and previous research. The model was tested and support was found through identification of significant paths between the hypothesized blocks of variables by gender. The exogenous variables in the study were number of hours worked per week, flexibility of work schedule, number of children, and age of youngest child. Three of the four block 1 exogenous variables, number of hours worked, flexibility, and number of children, significantly influenced role strain across genders. The block 2 variable, role strain, was significantly associated with block 3 variables, coping strategies and marital equity, which, in turn, had significant direct effects on block 4 variables, marital, parental, and professional stress. Two of the three Block 4 variables, marital, parental, and professional stress, subsequently had a significant impact on distress. Additional support for the model was found from the numerous significant direct and indirect paths among the variables.

Respondents report low to moderate levels of distress. Results add evidence to the growing body of research demonstrating that multiple roles do not necessarily lead to high levels of stress (Barnett & Baruch, 1987; Thoits, 1983; Verbrugge, 1987). Similarities and differences are revealed in the stress process by gender. Both men and women with larger families reported higher levels of distress. Larger family size can decrease satisfaction with time available for domestic activities, job, and avocations, leading to greater distress for both spouses in dual-career families (Bryson et al., 1978; Gilbert, 1985). Substantial increases in routine weekly domestic tasks have

been documented for each additional child (Bernard, 1975; Robinson, 1977; Stockard & Johnson, 1980; Walker & Woods, 1976); therefore, dual-career parents may experience a domestic workload, coupled with a professional workload, that can lead to greater distress.

Men indicated experiencing greater role conflict, time pressure, parental stress, marital stress, and physical distress associated with parenting more children. They also indicated feeling greater parental stress when they had older children, but greater marital stress when their children were younger. These findings challenge the traditional assumption that men's emotional and physical investment in parenting comes primarily through their provider role (Cohen, 1987; Weiss, 1985). Results indicate the men in this study are very much affected by family events and circumstances.

It is beyond the scope of this research to ascertain the particular experiences with family size and age of children that lead to greater stress for men. Fathers sampled indicated strong agreement with the statement that they shared more childcare and household tasks with their spouses (mean = 5.88, SD = 1.26) on a 7-point scale. Mothers also indicated high levels of agreement on the sharing item (mean = 6.10, SD = 1.29). In order to determine if the child variables were associated with task sharing, Pearson correlations were calculated between the sharing item and the child variables. No significant relationships were found.

Men seem to have increased their sharing in response to some factor other than child variables. It is generally assumed women must initiate role

sharing (Barnett & Baruch, 1987; Gilbert, 1985; Rice, 1979); thus for men, higher marital stress may be evidence of more intense marital negotiations when children are young and when there are more children. The resulting increase in sharing by men may well be worth the conflict for women. This finding is congruent with the hypothesis that marital strain may be a short-term cost of social redefinitions of the family roles (Barnett & Baruch, 1987; Pleck, 1985), but contrary to the proposal that marital tension may be felt more acutely by women (Barnett & Baruch, 1987).

Although the current literature lacks enough empirical studies to substantiate broad generalizations about participation of fathers in childcare over the family life cycle (Bradley, 1985; Hanson & Bozett, 1987), a recent review of empirical studies investigating paternal involvement with children concludes that husbands' proportional time spent with children increases as children grow older and when the wife is employed (Lamb, Pleck, Charnov, & Levine, 1987). Although it is impossible to know the career cycling of the couples in this sample, a typical sequence might involve the husband placing primary emphasis on career development while the wife accommodates her career to family when children are preschool-age. Then, as the children reach school-age and the husband's career is better established, the wife may place greater emphasis on her career (Gilbert, 1985; Poloma et al., 1982; Yohalem, 1979). Thus, as the children grow older, the husband might have greater responsibility for parenting than previously, which may help explain the decrease in marital stress and the increase in parental stress.

Additional explanations may be pertinent to increased parental stress reported by fathers in this sample as children get older. Some theorists

suggest as a man enters midlife, he may express more of the nurturant aspect of his personality (Jung, 1954; Lowenthal, 1977). Thus, fathers may seek a closer parental relationship at the time the adolescent child chooses to spend more time with peer groups (Martin, 1987). Also, men may be dealing with midlife issues while adolescents are struggling with identity issues, which can lead to conflict (Hamner & Turner, 1985; Hanson & Bozett, 1987; Martin, 1985; Rotundo, 1985).

Although the number of hours worked had no significant relationship to distress, working longer hours was associated with reports of greater levels of marital relationship equity for both genders. Tangible resources such as increased work hours, income, education, and job status are hypothesized to influence marital negotiation outcome (Scanzoni & Fox, 1980). In addition, the importance of the issue to each spouse is an important variable influencing the decision making process (Scanzoni & Hill, 1982). Thus, women in this study who work longer hours are likely highly committed to their jobs and willing to negotiate for equitable outcomes on issues that might affect their ability to devote more time to their careers. Men and women who work longer hours report being in supportive marital relationships that involve partners doing favors for each other, listening and offering advice, and altering habits and ways of doing things to please each other. Perceptions of equity, regardless of gender, lead to lower marital stress. Partner understanding of work hour expectations seems to be implied here.

An alternate explanation is that longer work hours for men may be associated with a more traditional family form wherein the wife assumes responsibility for the house and family, as well as for her career (Gilbert,

1985). It is possible that with congruous expectations for a traditional lifestyle, both partners may feel equitably supported across areas in marriage tapped by this instrument (Orthner, 1983; Gilbert, 1985; Gray-Little & Burks, 1983). Men who have longer work hours report lower professional stress, suggesting that by meeting traditional expectations for career involvement, these men have less stress at work.

For women, hours worked had a counterbalancing effect. As mentioned above, longer work hours led directly to increased perceptions of marital relationship equity. Concomitantly, an indirect path led from longer hours through higher role strain to lower marital equity. However, the total effect between hours worked and marital equity was positive.

Flexibility of work schedule was significantly correlated with sharing for men ($r = .23$, $p = .02$). Having a schedule flexible enough to take care of family needs was associated with lower role strain, marital, parental, and professional stress, and ultimately with lower distress through direct and indirect paths. Thus, it appears that flexibility is a key variable in understanding the stress process for dual-career men. It may be that men desire greater participation in family roles, but unless work schedules are flexible, their preferred levels of involvement may fall short of actual participation, resulting in feelings of conflict, an explanation congruent with equity theory. As long as the professional structure operates on the "male model", assuming a single-earner worker with a full-time support person at home, men may have less choice than they desire over participation in family roles. This may lead to a sense of time pressure and recurrent difficulties

meeting the inflexible demands of a profession while also satisfying the needs of family members (Cohen, 1987; Mortimer & London, 1984; Sekaran, 1986).

Flexibility may allow men more control over scheduling of career tasks, family demands, and leisure and avocational activities, thus reducing a sense of time pressure and the feeling of being unable to satisfy conflicting demands, which is likely to reduce distress. Since all significant paths from flexibility were indirect, except for the path to professional stress which also had a significant direct effect, the mediating variables seemed to work in concert to reduce overall levels of distress. Flexibility did not impact levels of stress or distress for women. However, for women, a significant correlation existed between number of children and flexibility of work schedule, suggesting that women with more children may choose professional positions that give them more control over their work schedules in order to take care of family needs. Or once employed, they may be able to negotiate more flexibility. However, it is possible that since dual-career women generally have greater child-care and household responsibility than men, flexibility may not significantly reduce the conflict between work and family demands or physical overload (Voydanoff, 1987).

For both genders, having a more flexible work schedule was associated with increased use of cognitive restructuring. Work and family roles are revealed to be important explainers of distress in the model. Because flexibility allows these men and women to better coordinate professional and family demands, they are likely able to focus on the positives of the dual-career lifestyle and believe that family life is better because both spouses are employed.

Role strain appears to be a key variable in the stress process. Men and women in this study reported moderate levels of role strain, and the impact of role strain on distress was similar for both genders. Important gender differences can be noted in the sources of role strain. For women, working longer hours was associated with increased role strain. For men, larger family size and having work schedules that cannot accommodate family needs were associated with increased role strain. These findings represent important changes in the way stress has been conceptualized in men's and women's lives. Most studies examining stress in men's lives have focused on the sources of strain in the workplace. These findings support a growing body of research suggesting men's family roles have significant direct and indirect effects on psychological and physical stress (Cohen, 1987; Farrell & Rosenberg, 1981; Lamb et al., 1987; Pleck, 1985). Results indicate that women are managing family responsibilities associated with parenting without experiencing significantly higher levels of time pressure and conflict between roles. It is when highly committed professional women in this sample work longer hours that they report higher role conflict and time pressure.

For women, there is no relationship between having a greater number of children or having younger children and reports of higher role strain. The lack of association between these child variables and role strain for women is a striking departure from previous findings (Bird & Ford, 1985; Bryson, Bryson, & Johnson, 1978; Holahan & Gilbert, 1979; Holmstrom, 1972; National Commission on Working Women, 1979; Pietrkowski et al., 1987; Voydanoff, 1987). Several explanations may be pertinent. An explanation is

that different independent variables were included with number of children and age of youngest child in previous studies. Hours worked and flexibility of work hours have not been included in past quantitative studies investigating the relationship between role strain and the child variables for dual-career women. Therefore, these variables might have accounted for some of the variance previously attributed to the child variables in explaining role strain, resulting in a spurious interpretation of a result.

Normative conflicts, feelings of guilt, and feelings of emotional depletion have been reported in qualitative studies by dual-career mothers of preschool-age children (Johnson & Johnson, 1977; Rapoport & Rapoport, 1971, 1977). Therefore, an unexpected finding is that age of youngest child did not significantly impact the model for women. Several explanations are pertinent. The use of different methodologies across studies may explain the lack of significance. Also, working mothers of preschool-age children have become the norm in our society (U.S. Department of Labor, 1987) and few studies have found negative consequences (Gilbert, 1985; Hanson & Bozett, 1987; Hayes & Kamerman, 1983; Kamerman & Hayes, 1982; Poloma et al., 1982; St. Johns Parson, 1978). Therefore, women may be experiencing less role conflict and parental stress centered around normative conflicts when children are young (Epstein, 1987).

Another explanation involves career cycling issues. Two longitudinal studies indicate many dual-career women in the 1970s subordinated their careers to their family, sometimes dropping out of the labor force or working part time when children were pre-school age (Poloma et al., 1982; Yohalem, 1979). Since only women who are currently working full time were included

in this study, it is likely these women have resolved to some degree normative conflicts associated with the maternal role. Mothers of preschoolers in this sample have likely structured their work hours and schedules into a manageable set of role demands to allow them to take care of the needs of their preschool children while also meeting career obligations. Thus, they are less likely to perceive high levels of conflict between work and family demands and less likely to report overload. It could also be that husbands are sharing household and child-care tasks to the extent that number of children, which influences parental stress and distress, versus age of youngest child, becomes the more important variable in the stress process for women (Bird & Ford, 1985).

Dual-career women are usually highly committed to their professional role; they may even enter professions typically considered male domains such as medicine, law, and engineering. It is possible that becoming a mother may validate their femininity, thereby reducing conflict between societal expectations and their more androgynous behavior. Time spent with children when they are young may be enjoyable, especially if fathers share more of the instrumental child-care tasks (Pleck, 1983; 1985).

Once role strain is perceived, its influence is pervasive. Regardless of gender, higher role strain is associated with increased marital, professional, and parental stress and with distress. No significant negative indirect paths were reported between role strain and stress in major social roles or in distress. Thus, it appears that once overload and conflict between roles are perceived, coping responses and resources do not significantly attenuate the impact of role strain in the stress process.

Higher levels of role strain were differentially associated with the use of coping responses and the perception of marital equity for women and men. For men, higher role strain was associated with greater use of role reduction strategies which led to higher parental stress and ultimately to higher distress levels. Men who decrease professional responsibility and use legitimate excuses to postpone or avoid tasks at work are likely to experience conflict with normative expectations, as well as with the expectations of most professions for single-minded commitment to work (Fowlkes, 1980; Gilbert, 1985; Mortimer and London, 1984; Sekaran, 1986). While men in one-career families may be able to trade off to wives onerous aspects of household and child-care tasks, this probably results in marital conflict in dual-career families where prestige and income, important bargaining resources, are more equal and where both spouses have a vested interest in the outcome (Barnett & Baruch, 1987; Scanzoni, 1980; Scanzoni & Hill, 1982; Seiber, 1974). As these men cut back on leisure and community activities, they may be giving up important sources of relaxation and self-definition. Reducing career responsibilities, leisure activities, and avocational participation, along with increasing use of legitimate excuses for avoiding undesirable tasks, appears to represent a set of role combinations particularly stressful to fathers, which is associated with greater distress.

For women, it appears that cognitive restructuring and positive perceptions of marital relationship equity are useful in avoiding stress only when role strain is low. If women are experiencing time pressure and difficulty in managing career, marriage, and family, it may be difficult to cope by believing there are more advantages than disadvantages to the

lifestyle. It may also be difficult to give and receive support, affection, and understanding when feeling pressured.

When the relationship between the coping strategies and the variables that follow in the model were examined, in general, the predicted associations were found. As mentioned earlier, role reduction strategies were associated with greater parental stress and distress for men. Both men and women reported significant indirect associations between greater use of cognitive restructuring and lower distress levels. Greater use of cognitive restructuring strategies was related to lower levels of marital, professional, and parental stress for men and lower levels of professional stress for women. Previous research documents the coping efficacy of cognitive restructuring in reducing marital stress (Ilfeld, 1982; Menaghan, 1982) and in reducing occupational stress (Pearlin & Schooler, 1978) for both genders, as well as in reducing parental stress for dual-career women (Elman & Gilbert, 1984; Johnson & Johnson, 1977; Rapoport & Rapoport, 1971, 1976). Since women tend to be more emotionally vested in marriage and parenting than men, it may be difficult to positively reappraise stressful family roles when conflict exists (Geerken & Gove, 1983; Gove, Hughes, & Style, 1983; Kessler, Price, & Wortman, 1985; Rubin, 1985).

APPENDIX F

SUMMARY AND FUTURE RESEARCH

SUMMARY AND RESEARCH IMPLICATIONS

Currently, no theoretical paradigm is being used in the description or investigation of stress outcomes for dual-career men and women. Inherent in conceptualizing an appropriate paradigm for this dynamic process are numerous complexities and problems, such as redundancy, direction of causation, and recursivity among the variables. In the ongoing search for greater understanding of the sources and mediators of stress, this model is presented as a useful exploratory tool that can help identify some of the complex intercorrelations among the explanatory variables.

The model proposed is generally supported by the data. In addition, the importance of taking gender into consideration when examining variables critical to the explanation of stress outcomes is demonstrated. Study results provide evidence of the adaptive capabilities of women and men in dual-career families.

Women in this study indicate being highly committed to their professions by working long hours and are combining full-time employment with marital and parental roles without consequent high levels of distress. Moreover, for these women, neither role strain nor emotional stress is significantly related to having younger children suggesting they may be resolving some of the guilt and role conflict reported in previous research for choosing to work full time when their children are young. This does not mean that parental roles are not important to women's stress levels. In fact, parental stress is a significant contributor to physical distress among these dual-career women. And, number of children influences parental stress.

Men, as well as women, report sharing more household and child-care tasks with spouses as a means of managing multiple role involvements. For men, having a schedule flexible enough to accommodate family needs is linked to less role strain, lower levels of marital, parental, and professional stress and less physical distress. Men with schedules that permit time off to take care of family needs report greater reliance on coping strategies that reinforce positive thinking about the dual-career lifestyle. Having a larger family is indicative of higher levels of role conflict and overload and greater parental stress and physical distress. Collectively, these findings suggest that dual-career men are emotionally and instrumentally invested in family roles.

The importance of both family and professional roles in the stress process was demonstrated for both genders. Also, working more hours per week was related to higher perceptions of marital equity for both men and women, demonstrating that individuals who are highly committed to career roles can build mutually supportive marital relationships.

Longitudinal research is needed to establish the direction of causation among the variables. Normal base lines for distress need to be established for subjects using repeated measures. Then, as the exogenous variables change across time, data can be collected to record changes in the stress and coping process.

In order to determine the immediate effects of a stressful encounter, Lazarus and Folkmans' (1986) approach might be utilized wherein the individual's reactions in slices of time are observed within a stressful

encounter or across stressful encounters. However, retroactive recall would be necessary to determine how the person perceived the situation and responded both emotionally and behaviorally. Since role strain is a key variable in the model, observation and recall of reactions within a stressful encounter are needed to verify if overload and conflict are the components of appraisal experienced by dual-career men and women facing typical dilemmas of the lifestyle.

Model results need to be tested with larger samples of employed men and women from dual-earner, as well as, dual-career families in order to make comparisons between family types. The model needs to be tested using samples of men and women who are experiencing high levels of distress to highlight differences in use of coping strategies and resources.

Further refinement of the model is suggested since the variables examined seem more explanatory of men's than women's experiences. However, it is important to include all variables in this model in future studies, since omission of any influential variable could lead to a spurious interpretation. For example, if role strain were omitted, the indirect relationship between hours worked and marital stress might reach significance for women. Additional coping strategies and coping resources need to be tested. For example, structural role redefinition strategies and role expansion strategies might be examined.

The importance of taking gender into account has been demonstrated by the results of this study. Future research might use disparity scores between husbands and wives as independent variables. For example, when

one spouse has the more flexible work schedule, does that person take on more responsibility for household and child-care tasks leading to greater role strain and stress? Or does having the more flexible schedule reduce role conflict and stress for the individual? Results of this study indicate working longer hours to be associated with increased levels of marital relationship equity for both genders. However, the impact of one partner working longer hours than the other on the perception of marital equity for each partner is unknown.

While results provide support for the components of marital relationship equity included in this measure, future research should examine perceptions of equity in division of household tasks and childcare. Use of dyadic scores would provide additional insight. The amount of task sharing and type of tasks shared needs to be investigated. Distinctions need to be drawn between primary and secondary child-care tasks. Both perceptual estimates of division of tasks, as well as observation of task sharing, need to be examined. In addition, the antecedent conditions that lead to role sharing need to be determined.

Future research needs to investigate the changing role of dual-career men as fathers using a dynamic, life-span approach. Men's participation in family tasks needs to be defined. In addition, the process of negotiation for task-sharing between spouses needs to be examined over the family life cycle. Optimally, the entire family system needs to be examined to learn how dual-career women, men, and children shift responsibility and priorities over the life-cycle. Comparisons between fathering in dual-career, dual-earner, and

single-earner families would provide information unique to each family type, as well as, comparisons of distress levels among family types.

The importance of the professional role in the stress process was demonstrated for both genders; also, having a work schedule flexible enough to take care of family needs had pervasive effects for men. Therefore, patterns of flexible work schedules that are associated with lower stress for men and women need to be defined. Additional structural demands of professions need to be examined as exogenous variables. The effect of provision of on-site day care, parental leave policies, and travel and relocation requirements on the stress process will provide insight into the dual-career family embedded in the larger societal, professional system.

The aforementioned results reveal that both family and professional roles are associated with distress outcomes for men and women. Results suggest men and women are working out more equitable relationships that are supportive of both partners' ability to successfully pursue a career full time and to successfully nurture a marriage and family.

APPENDIX G
SUPPLEMENTARY TABLES

Table 8. Educational Status and Income of Female Respondents

Demographic Category	Frequency ^a	Percent ^b
Educational Status:		
Some college	8	5.6
Bachelors Degree	39	24.4
Some graduate work	14	8.8
Masters degree	64	40.0
Doctorate degree	34	21.3
Individual Income:		
15,000 or less	15	9.5
15,000-24,999	78	49.4
25,000-34,999	31	19.6
35,000-44,999	11	6.9
45,000-54,999	10	6.4
55,000-64,999	4	2.5
65,000 and above	9	5.7

^a Totals do not always add to 164 due to missing cases.

^b Totals do not always add to 100% due to rounding errors.

Table 9. Educational Status and Income of Male Respondents

Demographic Category	Frequency ^a	Percent ^b
Educational Status:		
Some college	6	4.7
Bachelors Degree	39	26.2
Some graduate work	11	7.4
Masters degree	37	24.8
Doctorate degree	54	36.2
Individual Income:		
15,000 or less	4	2.8
15,000-24,999	29	20.3
25,000-34,999	39	27.3
35,000-44,999	26	18.2
45,000-54,999	18	12.6
55,000-64,999	6	4.2
65,000 and above	21	14.7

^a Totals do not always add to 149 due to missing cases.

^b Totals do not always add to 100% due to rounding errors.

Table 10. Role Strain Items

Item

1. Sometimes I feel like I never get a moment to myself.
 2. I have to rush to get everything done each day.
 3. Managing the changing demands of my career, my husband's (wife's) career, and everyday family life, is a constant strain.
 4. Because of career demands, I find it difficult to be the kind of wife (husband) I'd like to be.
 5. My relationship with my husband (wife) has suffered because we have so little time together.
 6. I am under pressure to take on more job responsibilities than I can comfortably handle.
 7. My career interferes with my ability to be the kind of mother (father) I'd like to be.
 8. I constantly push myself to be a success in all aspects of my life.
-

Table 11. Cognitive Restructuring Items

Item

1. Believing that our family life is better because both of us are employed.
 2. Believing there are more advantages than disadvantages to our lifestyle.
 3. Believing that my career has made me a better wife (husband) than I otherwise would be.
 4. Believing that my career has made me a better parent than I otherwise would be.
 5. Believing my commitment to my career sets a good example for our child(ren).
 6. Overlooking the difficulties; focusing on the good things about our family.
 7. Believing it is important that I excel at both my career and as a wife (husband) and mother (father).
 8. Ignoring criticisms about parents who both work.
-

Table 12. Role Reduction Items

Item

1. Limiting my involvement on the job--saying no to some of the things I could be doing.
 2. Eliminating certain community activities.
 3. Buying goods and services that save time.
 4. Postponing certain tasks until the pressure to do them subsides.
 5. Reducing the time I spend at work.
 6. Cutting down on the amount of "outside activities" in which I can be involved.
 7. Finding legitimate excuses to keep from fulfilling obligations I dislike.
 8. Planning career changes around family needs.
 9. Cutting back on leisure activities.
 10. Changing our standards of how well household tasks must be done.
 11. Using family responsibilities to justify not accepting more job responsibilities.
 12. Putting off tasks I don't have time to do.
 13. Leaving things undone around the house.
-

Table 13. Marital Relationship Equity Items

Directions: In this section we are interested in your description of the daily give-and-take that occurs in your marital relationship. Indicate the extent to which you and your husband (wife) do each of the following things in your marriage. (Circle the X only if the item applies to neither of you.)

	He Does Much More	I do Much More
1. Pay compliments to the other.	1 2 3 4 5 6 7 X	
2. Attempt to see the other's point of view when we are having an argument	1 2 3 4 5 6 7 X	
3. Do favors for the other, even when not asked.	1 2 3 4 5 6 7 X	
4. Begin to talk about what is troubling our marriage when there is tension between us.	1 2 3 4 5 6 7 X	
5. Give the other a spontaneous hug or kiss.	1 2 3 4 5 6 7 X	
6. Try to bring the other "out of it" when one of us is restless, bored, or depressed.	1 2 3 4 5 6 7 X	
7. Listen and offer advice when the other is faced with a problem.	1 2 3 4 5 6 7 X	
8. Give in to the other's wishes when one of us wants to do something the other doesn't.	1 2 3 4 5 6 7 X	
9. Confide one's inner-most thoughts and feelings to the other.	1 2 3 4 5 6 7 X	

- | | He Does
Much More | I do
Much More |
|---|----------------------|-------------------|
| 10. Contribute the most in reaching a solution when we face a problem. | 1 2 3 4 5 6 7 X | |
| 11. Know how the other is feeling, even when no words are spoken between us. | 1 2 3 4 5 6 7 X | |
| 12. Alter habits and ways of doing things to please the other. | 1 2 3 4 5 6 7 X | |
| 13. See oneself as having more influence on important decisions affecting our marriage. | 1 2 3 4 5 6 7 X | |
-

Table 14. Emotional Stress Items

Directions: We are interested in learning more about the feelings of gratification and reward as well as the more stressful feelings normally related to living in a two-career family. Please indicate how often each of the listed feelings describe your thoughts about your life in a two-career family. (Circle Number).

1. In general, when I think of myself as a <u>WIFE</u> (<u>HUSBAND</u>), I feel:	Never	Always
Supported.....	1 2 3 4 5 6 7	
Desired.....	1 2 3 4 5 6 7	
Inadequate.....	1 2 3 4 5 6 7	
Guilty.....	1 2 3 4 5 6 7	
Worried.....	1 2 3 4 5 6 7	
Appreciated.....	1 2 3 4 5 6 7	
Tense/Anxious.....	1 2 3 4 5 6 7	
Frustrated.....	1 2 3 4 5 6 7	
Understood.....	1 2 3 4 5 6 7	
Secure.....	1 2 3 4 5 6 7	
Taken Advantage of.....	1 2 3 4 5 6 7	
Emotionally drained.....	1 2 3 4 5 6 7	

2. Overall, when I think of myself as a <u>PROFESSIONAL</u> , I feel	Never	Always
Competent.....	1 2 3 4 5 6 7	
Overwhelmed.....	1 2 3 4 5 6 7	
Frustrated.....	1 2 3 4 5 6 7	

As a Professional, I feel:

- In Control.....1 2 3 4 5 6 7
- Supported.....1 2 3 4 5 6 7
- Taken Advantage of.....1 2 3 4 5 6 7
- Confident.....1 2 3 4 5 6 7
- Understood.....1 2 3 4 5 6 7
- Appreciated.....1 2 3 4 5 6 7
- Tense/Anxious.....1 2 3 4 5 6 7
- Emotionally Drained.....1 2 3 4 5 6 7
- Worried.....1 2 3 4 5 6 7

3. In general, when I think of myself
as a PARENT,
I feel:

Never Always

- In Control.....1 2 3 4 5 6 7
 - Inadequate.....1 2 3 4 5 6 7
 - Frustrated.....1 2 3 4 5 6 7
 - Appreciated.....1 2 3 4 5 6 7
 - Taken Advantage of.....1 2 3 4 5 6 7
 - Tense/Anxious.....1 2 3 4 5 6 7
 - Overwhelmed.....1 2 3 4 5 6 7
 - Confident.....1 2 3 4 5 6 7
 - Understood.....1 2 3 4 5 6 7
 - Emotionally Drained.....1 2 3 4 5 6 7
 - Guilty.....1 2 3 4 5 6 7
 - Worried.....1 2 3 4 5 6 7
-

Table 15. Physical Distress Items

Directions: The following feelings of distress are commonly experienced by people as they cope with the ups and downs of everyday life. How often in the past week were you bothered by the following feelings?

	Never							Always
1. Feeling nervous or shaky inside	1	2	3	4	5	6	7	
2. Feeling physically drained	1	2	3	4	5	6	7	
3. Having difficulty falling asleep or staying asleep	1	2	3	4	5	6	7	
4. Having tension-related aches or pains	1	2	3	4	5	6	7	
5. Having a change in normal appetite	1	2	3	4	5	6	7	
6. Having trouble concentrating	1	2	3	4	5	6	7	

APPENDIX H
LITERATURE CITED

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