

FACTORS RELATED TO ROLE STRAIN  
AMONG HUSBANDS AND WIVES IN DUAL-CAREER FAMILIES

by

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(ABSTRACT)

The purpose of this study was to identify variables associated with role strain in a sample of 69 dual-career couples. Role strain was defined as the experienced difficulty in meeting role or role-set expectations.

The significant contributors to role strain among husbands were age of the youngest child and degree of child-care task sharing. For wives, the significant explainers of role strain were number of children and degree of importance assigned to the parental role.

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## INTRODUCTION

In a review of the literature on dual-career family stress and coping, Skinner (1980) indicated that much of the research supported the assumption that stress is inherent in the dual-career lifestyle. This stress was viewed as partially attributable to role strain, defined by Goode (1960, p. 488) as the "felt difficulty in fulfilling role obligations" and by Burr, Hill, Nye, & Reiss (1979) as the internal conflict created when one cannot comply comfortably with all of one's role or role-set expectations. Absence of role strain is characterized by no discomfort and by ease in meeting role expectations, whereas a very high level of role strain is described as causing individuals to feel very uncomfortable, guilty, and anxious (Burr, et al. al., 1979). Due to the presence of multiple roles among dual-career couples, role strain is an important variable to explore in relation to the functioning of this family structure. Research has only begun to establish some of the causes and correlates of role strain in these families.

The need for more investigation of role strain is underscored by the dramatic increase in both education and career opportunities for women. As greater numbers of women choose to invest time and energy in preparation for long-term employment and also indicate a desire for a family

life which includes children (Rapoport & Rapoport, 1976), there is a concomitant need for information about the strain related to multiple roles for both spouses. The purpose of the present study was to identify variables associated with role strain. Specifically, the objectives of the research were to determine if relationships exist between 1) husband-wife task sharing, 2) multiple role salience, 3) number of children, 4) age of youngest child, and role strain among husbands and wives in dual-career families.

### Previous Literature

#### Role Strain

In previous literature, dual-career family strains have been conceptualized in a variety of ways. However, they can generally be classified into one of two categories: external, conflict resulting from the societal context, or internal, conflict emerging within the family (Bebbington, 1973). Rapoport and Rapoport (1969) pointed out that dual-career families experience certain strains that are not necessarily intrinsic to the phenomenon of the dual-career lifestyle but to the relationship between this phenomenon and its present social context. Berger (1978) also proposed that many of the problems encountered by dual-career couples are a function of the way in which men and women are socialized to think about employment and the family.

Men...are socialized not to think much

about work and the family but to define themselves by their work...the means by which they fulfill their family obligations of being a "good provider". Women, in contrast, are brought up to orient toward their family and, if they work at all, to subordinate their work interests to the interests of the family (Berger, 1978, pp. 33-34).

Besides these external strains resulting from our societal structure and norms, there exist internal strains which Rapoport and Rapoport (1976) conceptualized primarily in terms of overload. "Overload" was defined as lack of available time to effectively handle all of one's role expectations (thus rendering it synonymous to role strain). It was viewed as a function of four factors:

- (a) The degree to which having children and a family life (as distinct from simply being married) was salient....
- (b) The degree to which the couple aspired to a high standard of living....
- (c) The degree to which there was a satisfactory reapportionment of tasks....
- (d) The degree to which the social-psychological overload compounded the physical overloads (pp. 302-305).

Similarly, Holmstrom (1973) discussed dual-career family strains in terms of "barriers" that these families encoun-

tered, such as the definition of a career as requiring single minded commitment, the difficulty of child-rearing when both husband and wife were employed, and the isolation of the modern nuclear family.

In a study by Heckman, Bryson, and Bryson (1977), several salient themes emerged from the responses of dual-career couples regarding career and family conflicts. These were related to demands on an individual's time and energy, lack of leisure time, family versus job demands, and role conflicts. Many of the wives and husbands indicated that they did not have enough time or energy to do everything that needed to be done and that "doing enough in one area meant another area necessarily suffered" (p. 327). As a result of conflicting role demands, the wives most often adjusted their careers around children and husbands. Many of the women accepted it as inevitable that they would handle most of the child care and domestic organization which would consequently lead to more strain on the wife's career than on the husband's.

Relatively little research involving dual-career couples has specifically assessed role strain; somewhat more research has focused on dual-earner families. Since it has been assumed and demonstrated that dual-earner and dual-career families have a good deal in common (Rapoport & Rapoport, 1971, 1976; Beckman & Houser, 1979), consider-

ation of past research involving both family types is warranted.

Keith and Schafer (1980) found that women in dual-earner families experienced significantly more employment-family role strain than did men. Women were especially concerned that their job responsibilities interfered with family responsibilities and that the amount of work they had to do interfered with how well it was done. Interestingly, family obligations were generally not perceived by women or men as interfering with job performance. Keith and Schafer also found that hours per week spent at work was the most salient variable in accounting for employment-family strain, the correlation being somewhat higher for men than women.

In another study concerning the extent to which work interfered with family life, Pleck, Staines, and Lang (1980) found that approximately one-third of the respondents living in dual-earner families experienced either moderate conflict (25%) or severe conflict (19%) between work and family roles. Whereas men more often reported excessive work time, women more frequently reported schedule conflicts. Women were also more likely to report fatigue and irritability resulting from their jobs and creating conflict with their familial role (Pleck, Staines, & Lang, 1980). Other re-

searchers have found that work-time places constraints on family role performance for both spouses (Burke & Weir, 1976; Rapoport & Rapoport, 1971; Young & Willmott, 1973).

### Task Sharing

Although attitudes regarding household division of labor have become more egalitarian during the last decade (Scanzoni & Fox, 1980), there has been a lag in actual egalitarian role behaviors (Araji, 1977). Beckman and Houser (1979, p. 162) concluded that individuals can compartmentalize their various roles such that the addition of a career role by a woman "does not necessarily have a strong effect on sex-typed behavior within the marital dyad".

Overall, the research on task-sharing in dual-earner and dual-career families has indicated that, except in a minority of cases, women still handle a much larger share of the household responsibilities (Araji, 1977; Beckman & Houser, 1979; Epstein, 1971; St. John-Parsons, 1978; Walker, 1970). When husbands do increase their level of responsibility, it is usually most obvious in the area of child care (Holmstrom, 1973; Hoffman, Nye, & Bahr, 1974; Pleck, 1979; Rapoport & Rapoport, 1971; Scanzoni, 1980). However, increases have also been noted for meal preparation and cleaning tasks (Bird, Bird, & Scruggs, in press).

As men do increase their share of the family tasks and an attempt is made to more equitably divide family

work, it would seem that role strain might increase for husbands while simultaneously decreasing for wives. These particular relationships have not been adequately explored in past research.

### Multiple Role Saliency

Saliency of career and family roles refers to the degree of importance assigned to career, spouse, and parent roles. The higher the level of importance attached to all of these roles simultaneously, the greater the chance of role strain. Dual-career families have been found to value two or more of these roles very highly and thus to have had difficulty meeting expectations for role performance (Holmstrom, 1973; Rapoport & Rapoport, 1976).

Holahan and Gilbert (1979) studied conflict between major life roles among dual-career couples. They found that high career aspirations were negatively related to role conflict for men but positively related to role conflict for women, reflecting the tendency for women to handle most of the competing household and family responsibilities.

Due to lack of research on the issue, it is difficult to predict the relationship between multiple role saliency and role strain in dual-career couples. The importance of the parental role among these couples was indicated by Rapoport & Rapoport (1976) who found that time-management problems were complicated by the presence of children in

addition to high needs for career success. It was more difficult for couples with children to maintain the same degree of "dual-involvement" in career and the marital relationship as their childless counterparts. It would thus seem that individuals with higher career, parent, and spouse salience would experience higher levels of role strain, since their career demands would more likely be perceived as competing with their familial responsibilities or vice-versa (Beckman, 1978; VanMeter & Agronow, 1982). On the other hand, couples with high multiple role salience probably tend to be highly motivated to work out the problems of combining familial and career roles in order to maintain positive feelings towards performance in each (Poloma & Garland, 1971), thus decreasing perceived levels of role strain.

#### Number of Children

Research has shown that with each additional child, the mother's workload increases. One estimate is that with each child, the required amount of domestic work increases five to ten hours per week, depending on the child's age and birth order (Stockard & Johnson, 1980). Bernard (1975) reports that with children under age six, approximately twice the amount of work is required than is the case when there are no children in the home.

Number of children has also been demonstrated to de-

crease a wife's available time for household work (Perucci, Potter, & Rhoads, 1978) and also for professional activities (Bryson, Bryson, & Johnson, 1978). In addition, Keith and Schafer (1980) found that role strain was higher for younger couples with children at home than for older couples with few or no children at home. These findings concur with those of other researchers (Holmstrom, 1973; Rapoport & Rapoport, 1976).

#### Age of Youngest Child

In their discussion of factors which facilitate or complicate a mother's employment, Hoffman, Nye, and Bahr (1974, p. 54) pointed out that the age of children "is relevant in two ways: older children demand less care and they can also help with household tasks and the care of younger children". Johnson and Johnson (1977) indicated that professional wives and mothers of young children reported major concerns about the conflict between career and child care. These concerns were described using Goode's concept of role strain, and for these wives it "involved fatigue, emotional depletion, and in some cases guilt". Specifically 64% of the 116 reports of role strain focused on child-rearing problems primarily in terms of guilt and fatigue.

In addition, Pleck, Staines, and Lang (1980) found, over a large nationally representative sample, that both

employed mothers and fathers of preschool children reported greater employment-family role conflict than did employed parents of school age children. More recently, Katz and Piotrkowski (1983) used age of the youngest child along with number of children living at home to indicate the extent of family role demands for employed women. These researchers believed that age of the youngest child was a more sensitive indicator of household demands than the mean age of all children at home, which is similar to findings of Bernard (1975) and Stockard and Johnson (1980). Contrary to their expectations, the authors did not find age of the youngest child to be a significant predictor of "family role strain" though they suggest this was due to the fact that only a few of the women in the sample had preschool children. Overall, researchers suggest that age of the youngest child would be a significant contributor to role strain among dual-career couples.

#### Method

##### Sample

The data used in this study were collected for a nationwide survey of college and university administrators in 1979. Responses were received from 180 married administrators and their spouses representing a return rate of approximately 74% after three follow-up mailings. Sixty-nine of the husband-wife couples responding were

classified as dual-career and they constitute the sample for the present study. The "dual-career family" was operationally defined as a family structure in which both spouses were engaged in active careers--those jobs that demand a high level of education and personal commitment and are developmental in nature (Rapoport & Rapoport, 1976).

Of these dual-career couples, thirty-three of the wives and thirty-six of the husbands were administrators in high-level university positions (above that of department head). All of the administrators' spouses were engaged in professional-managerial occupations. Seventy-five percent of the wives and 74% of the husbands were between the ages of 35 and 55. A majority of the couples (64%) had been married at least 16 years.

Eighty-two percent of the wives and 92% of the husbands earned between \$13,000 and \$44,999 annually. Thirty-two percent of the wives had obtained a doctoral degree, 39% a Master's degree, and 16% a Bachelor's degree. Of the husbands, 54% had obtained a doctorate, 23% a Master's degree, and 12% a Bachelor's degree. Information regarding the distribution of respondents by number of children and age of youngest child appears in Table 1.

### Procedure

Role strain was assessed by the extent of agreement with 12 items designed to determine the experienced diffi-

culty in meeting role expectations of career, parent, spouse, and leisure roles. The internal consistency of these items was .71 (coefficient alpha) and response choices ranged from 1 to 7, "strongly disagree" to "strongly agree".

Task sharing was assessed by the degree to which 10 tasks, constituting 3 factors (child care, food, and cleaning), were equally shared between husband and wife. Task sharing items included 5 response choices which were re-coded to reflect the amount of sharing: 1 = task never shared, 2 = task partly shared, 3 = task equally shared.

Multiple role salience was assessed by the extent of importance attached to the occupational/career role, the parent role, and the spouse role. Each of these roles included 11 response choices ranging from "not at all important" to "extremely important".

Number of children and age of youngest child were assessed by responses to the following items: "How many children do you have?", and "What are the ages of your child(ren) living at home?".

Analysis of the data was done using Pearson's  $r$  correlations in addition to single regression equations. As-

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Insert Table 1 about here

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assessment was completed for husbands and wives separately.

### Findings and Discussion

The degree of role strain for both wives and husbands was moderate. On a scale of 1 to 7 (7 indicated highest degree of role strain) the mean score for wives was 3.77 and for husbands was 3.40 (Table 2). This was probably because many of the couples were older, had been married a number of years, and had established careers. Thus, they had likely been able to work through or become reconciled to many of the problems and strains inherent in the dual-career lifestyle. Keith and Schafer (1980) pointed out that newly-acquired roles are particularly stress-producing and create greater role strain than those which have been established over time. Role strain was found to be significantly higher for wives than husbands, using a standard t-test (.37,  $p < .05$ ). This is consistent with the findings of other researchers (Keith & Schafer, 1980; Holmstrom, 1973; Pleck, Staines, & Lang, 1980).

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Insert Table 2 about here

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#### Husbands

For husbands, two variables contributed significantly to role strain scores. These were age of youngest child ( $B = -.34$ ) and degree to which child-care tasks were equally shared ( $B = .31$ ). These variables contribute 12% and 10%,

respectively, of the variance in the husbands' role strain scores (Table 3).

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Insert Table 3 about here

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As husbands participated more in child-care tasks (chauffering, attending functions with, and daily care of, children), they experienced greater role strain. Mean scores indicated that husbands helped more with child-care tasks (2.52) than with food related tasks (1.99) or cleaning tasks (1.97) (Table 3). This is consistent with the research of Araji (1977) who found that child-care duties were the only household-related tasks which were equally shared by both spouses. Pleck (1979) and Scanzoni (1980) found that dual-earner and dual-career husbands spent more time in child care than in other household tasks. Holmstrom (1973) and Beckman and Houser (1979) also reported that men helped the most in the child care role when it came to domestic responsibilities. It is not surprising that the more husbands take part in this role, the more they experience role strain since it is likely to compete with their career-role demands or, as Pleck (1979) pointed out, with the expectations and orientation of peers.

It is important to point out that as child care tasks were more equitably shared, role strain decreased for the wives (-.18), though this finding is not significant at the

.05 level. On a response scale of 1 to 3 (1 = task never shared, 3 = task equally shared) husbands and wives had mean scores of approximately 2.5, which indicated a relatively high level of child task sharing reported by both spouses. It appears that a number of husbands are doing more than just "helping out" with child care. As husbands' responsibility for child care increased, so did their role strain, while role strain for their wives simultaneously decreased. These particular relationships warrant special attention in future research. Rapoport and Rapoport (1982) suggest that men are now beginning to emerge from the "bottleneck" of merely helping out and they recommend that more research be designed to determine the actual role transitions that are currently taking place.

Role strain for husbands also increased as the age of youngest child decreased. This is not surprising in light of the fact that these men were assuming a greater part in the child-care role which is more demanding when children are younger. Young children are generally more dependent and require more care than older children. Not much research in the past has focused on the relationship between age of youngest child and role strain among fathers in dual-career families; however, Pleck et al. (1980) did find that fathers of preschool children experienced greater employment-family role conflict than fathers of school-age

children.

### Wives

The two statistically significant contributors to role strain for wives were found to be number of children ( $B = .31$ ) and importance of the parental role ( $B = .32$ ). These variables each account for 10% of the variance in role strain for wives (Table 3).

As the number of children increased, so did the degree of role strain for wives. This is likely due to the increase of time and energy demands created by additional children which simultaneously reduces available time for other activities. As mentioned earlier, number of children is a variable which has been shown to decrease a wife's available time for household work and for professional activities. Career wives with more children indicate greater dissatisfaction with their freedom to pursue long-range occupational goals than those with few or no children (Bryson, Bryson, & Johnson, 1978). Skinner (1980) reported that the problems of finding adequate child-care services constitute a source of strain for younger dual-career couples, especially for the wives.

Role strain for wives increased as the importance of the parental role increased. Both wives and husbands tended to rate highly all three of the major roles in Table 3. It is interesting and the parental role emerged from the

regressions as a significant contributor to role strain, rather than the career role. Thus, it can be speculated that, overall, the women in this sample, who tended to have high career, parent, and spouse role salience (Table 2), experienced felt difficulty in meeting their own or others' role expectations especially in regard to parenting.

This supposition is consistent with the research of Rapoport (1976) who found that overload (role strain) was experienced as a function of four factors, one of which was the degree to which having children and a family life was salient:

The couples were very concerned with the possible effects on their children....

Aside from the sheer number of things to be done... there is an element of psychic strain in allowing two major areas of life, so different in their demands and characteristics, to be highly important. The overload, then,...is related to the duality of emotional commitment and concern (pp. 302-303).

The Rapoports also reported that the couples in their study took pains to plan appropriate environments for their children after school and on weekends and holidays, rather than allowing secondary problems to develop if the child became "bored or disturbed, or got into trouble" (p. 307).

Many of the couples were concerned with balancing different family members' "need fulfillment" and they repeatedly attempted to monitor whether their balance was right. In regard to career orientation, wives, unlike husbands, were compelled to integrate their career attitudes with socially imposed family norms. This required major adjustments, especially during the family life-cycle stage in which young children were present (Rapoport & Rapoport, 1971).

Societal norms of what a "good wife and mother" does play an important part in the salience of the parental role among dual-career wives. Though numerous studies have demonstrated no relationship between maternal employment and maladjustment in children (Burchinal & Rossman, 1961; Burr, 1973; Nye, Perry, & Ogles, 1963), many women still experience guilt in attempting to combine maternal and employment roles (Hoffman, 1973). The substantiated absence of negative consequences for children may aid career mothers in the intellectual justification of their career role involvement. However, it does not always diminish the impact of existing societal and peer group norms about a "good mother", which tap into one's internalized personal norms (Rapoport & Rapoport, 1976).

White (1972) found that employed wives experienced prevailing guilt and anxiety in attempting to meet the

role expectations of mother and housewife, in addition to their employment role. Moreover, Hoffman (1973) found, after dividing a sample of employed women into those who liked their work and those who did not, that when the employed mother "liked her work she often seemed to feel guilty, and she compensated for her employment to such an extent that she may have even gone too far" (p. 223).

The salience of multiple roles (career, spouse, and parent) for women thus appears to increase their role strain, especially when the parental role is assigned high importance. However, this strain may be offset for wives by the psychological, social, or economic benefits they perceive as resulting from their careers (Nye, 1974).

#### Implications

Though this study and others of similar design have made contributions to the literature, further investigation into the causes and correlates of role strain in dual-career families is needed. Such information is of increasing value as greater numbers of men and women elect this family structure. Knowledge about role strain, such as the related factors most likely to lead to greater and lesser strain, is useful for the development of community programs, workshops, and support groups oriented toward dual-career couples. This type of research is also useful for family clinicians because it provides insight into possible

sources of family stress and conflict. Research concerning the coping mechanisms employed by dual-career couples in dealing with role strain would be particularly useful for family practitioners. In general, knowledge about role strain can aid family specialists in promoting more "accepting attitudes toward the role transitions that accompany the two-career family" (Keith & Schafer, 1980, p. 58).

The present data seemed to indicate that role strain for dual-career husbands increases as they help more in child-care tasks and that their role strain is higher when children are younger. More research is necessary to confirm these findings. Dual-career family research has only recently included men in the analysis of the functioning of this lifestyle. As Scanzoni (1980, p. 138) pointed out, "What should have been apparent to researchers all along is now abundantly clear...that attempts to understand changing marriage patterns are only partially successful if men are overlooked."

Number of children and importance of the parental role were found to be the significant contributors to role strain among wives. The salience of multiple roles in relation to role strain in dual-career couples is an issue that warrants more investigation. More research on the relationship between parental role salience and role strain among dual-career wives is necessary to confirm the positive relation-

ship found in the present study.

Finally, role strain for wives tended to decrease (though not significantly) as husbands assumed a larger share of the child care and household tasks. The relationship between husband task-sharing and role strain for career wives remains almost entirely unexplored in past research, yet it is a salient issue in regard to the functioning of the dual-career family. Important sex-role changes among husbands are presently taking place, especially in regard to their involvement in the family and household. The types of transitions being made and their effects on both husbands and wives in terms of role strain deserves a great deal more study.

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Table 1

## Distribution of Respondents by Number of Children and Age of Youngest Child

Variable	Wives		Husbands	
	Number	%	Number	%
<u>Number of Children</u>				
0	13	18.84	11	15.94
1	5	7.25	5	7.25
2-3	42	60.87	41	59.42
4 or more	9	13.04	12	17.39
<u>Age of Youngest Child</u>				
1 - 5 years	5	7.25	5	7.25
6 - 12	17	24.64	18	26.09
13 - 18	14	20.29	13	18.84
19 - 20	2	2.90	2	2.90
No children at home	31	44.93	31	44.93

Note. Distribution for husbands and wives may differ due to reporting children from previous marriages.

Table 2  
Mean Scores of Selected Variables

Variables	Wives	Husbands
Role Strain	3.77 (1.11) <sup>a</sup>	3.40 (1.03)
Child-care Task Sharing	2.46 (.52)	2.52 (.47)
Food Task Sharing	1.89 (.56)	1.99 (.54)
Cleaning Task Sharing	1.76 (.56)	1.97 (.50)
Importance of Occupational/ Career Activities	8.35 (2.32)	8.34 (1.76)
Importance of Parental Role	8.03 (3.51)	7.70 (3.17)
Importance of Husband/Wife Role	8.94 (1.67)	8.66 (1.62)

<sup>a</sup>Numbers in parentheses indicate standard deviation scores.

Table 3  
Regression Coefficients for Selected Variables  
in Relation to Role Strain

Variables	Std. B	R <sup>2</sup>	F
<u>Husbands</u>			
Child Care Task Sharing	.31	.10	4.35*
Age of Youngest Child	-.34	.12	4.90*
<u>Wives</u>			
Number of Children	.31	.10	7.21**
Importance of Parental Role	.32	.10	6.72**

\*p < .05

\*\*p < .01

Appendix A  
Literature Review

### Introduction

The dramatic increase of the dual-career family in our society necessitates investigation into the causes and correlates of role strain as it occurs in this family structure. Such information would be valuable for the development of community programs, workshops, and self help or support groups oriented toward dual-career couples. It would serve to define related factors most likely to lead to greater and lesser role strain. Also, coping patterns could be more effectively developed on the basis of such information. This type of research would also provide insight for family practitioners about possible sources of family stress and conflict. Finally, knowledge of role strain could serve to facilitate the role of both family counselors and educators in "developing more accepting attitudes toward the role transitions that accompany the two-career family" (Keith & Schafer, 1980. p. 58).

### Role Strain

Keith and Schafer (1980, p. 54) pointed out that "whether persons evaluate their role as worker and their family situation positively or negatively may be based, in part, on how they feel they compare with others in their own age group". Burr (1973) holds a similar view

that the family's definition of the situation is an important component affecting the impact of strains on the family.

In a study of 135 two-job families, Keith and Schafer measured work-family role strain by the frequency with which subjects felt "bothered" by four situations:

feeling that their job outside the home may interfere with their family life; feeling that family life may interfere with the job...; thinking that the amount of work they have to do may interfere with how well it gets done; and feeling that others in the family will not do household tasks as well as they would do them (1980, p. 55).

Role strain was thus analyzed in terms of "feeling" or "thinking" that ones roles were interfering with each other or that they were not being carried out as well as they should be.

The results of the study revealed that women in two-job families experienced significantly more work-family role strain than did men. Women were especially concerned that job responsibilities interfered with family roles and that the total amount of work they had to do interfered with how well it was done. Interestingly, family obli-

gations were generally not perceived as interfering with job performance. In fact, 45% of the women and 50% of the men reported that they were never bothered by family obligations interfering with employment responsibilities. These findings appear to be consistent with those of Hardesty and Betz (1980) who reported that most of the 42 dual-career couples in their study ranked family as the most important life domain and career as second.

Keith and Schafer (1980) also found that hours per week spent in the labor force was the most salient variable in accounting for work-family strain, the correlation being somewhat higher for men than women. As their spouses spent more time on the job, the level of strain reported by women increased but the relationship was not significant for men which may, according to the authors, "reflect the dominant position of the male work role in the family" (p. 56).

Another study by Pleck, Staines, and Lang (1980) concerned the extent to which employment roles interfere with family life for dual-worker families. The Quality of Employment Survey which included responses of 1531 wage earners (993 men and 538 women) indicated that approximately one-third of all workers living in families experienced either moderate conflict (25%) or severe conflict (10%) between work and family life. Overall, em-

ployed women reported work-family conflict slightly more often than did men, though this difference was not statistically significant. Whereas men more frequently reported excessive work time, women more often reported schedule conflicts. Women were also more likely than men to report that fatigue and irritability resulting from their jobs created conflict with their family (Pleck, Staines, & Lang, 1980). Young and Willmott (1973) also suggested that the amount of time spent at work places constraints on adequate family role performance for both men and women.

Contrasting evidence, however, was found by Clark, Nye and Gecas (1978) utilizing a stratified random sample of 390 dual-earner couples. Although the study was not concerned with the occupational status or work time of the wives, it did reveal that husbands' amount of time spent at work did not significantly decrease their participation in housekeeper roles, nor their competence in the housekeeper, therapeutic, sexual, and recreation roles. The only role that was found to be significantly reduced by work time was the husband's sharing of the recreation role (the time spent by husbands and wives together in leisure activities). The authors suggested that as husbands' work-time increased, expectations for husbands' participation in familial roles diminished as well as their own per-

ceived obligations in this area.

The housekeeping role consisted of duties related to housecleaning, laundry, meal preparation, shopping, and dishwashing. Time spent at work by husbands had only a minor negative effect on the sharing of these domestic tasks. In 92% of the couples, the wives indicated that they did all or most of the housekeeping duties.

For women, the reported conflict between job responsibilities and family role demands appears to be consistent, perhaps due to their traditionally more central role in the family and household. Both professionally and non-professionally employed women indicate that they have inadequate time to spend with family members (Burke & Weir, 1976; Pleck, Staines, & Lang, 1980; Rapoport & Rapoport, 1971).

Problems related to time management were also found to be a major source of strain for dual-career couples by other researchers (Holmstrom, 1973; Rapoport & Rapoport, 1976). Time management problems are complicated by the presence of children and high needs for career success. It is more difficult for couples with children to maintain the same degree of "dual-involvement" in their careers and marital relationships as their childless counterparts (Rapoport & Rapoport, 1976). However, according to Rapoport and Rapoport, modern couples are developing explicit,

egalitarian methods of dealing with this issue as part of the system of exchanges used in developing a particular family lifestyle. As husbands become more aware of their nurturing abilities, and wives their career success needs, the nature of these exchanges between husband and wife is altered:

Rather than it being a question of whether the wife should give up her wish to have a child so that she can pursue her career, it may now be a question of whether he is willing to give up something of his career involvement so that they can enjoy their children and family life (Rapoport & Rapoport, 1976, p. 303).

#### Task Sharing

Rapoport and Rapoport (1971) found that most of the thirteen dual-career couples they interviewed rearranged their domestic life in the process of establishing two careers. It was found that the extent of overload experienced by the couples was influenced by four major factors, one of which was the degree to which satisfactory arrangements were possible for the redistribution of tasks.

The Rapoports found that most of the couples used

hired helpers, but in addition they reapportioned household tasks between husband, wife, and sometimes children. This usually involved strain since both husband and wife also maintained a demanding professional role requiring support. In some cases, standards for household maintenance were deliberately lowered to deal with the work overload. For the most part, though, the additional load was merely "absorbed", adding to the level of strain for the family as a whole and decreasing the amount of free time available (Rapoport & Rapoport, 1971). However, it is possible that the amount of strain experienced by the wives (separate from their families) may have actually decreased to some extent as their husbands and children helped more with the household tasks; this particular relationship was not addressed or measured in the study.

Holmstrom (1973) completed a study comparing a group of 20 professional (dual-career) and 20 traditional (single-career) couples. Results revealed that husbands helped out in slightly over a third of the professional couples. The husbands helped regularly with at least three of the following tasks at least half of the time: grocery shopping, cooking breakfast, cooking dinner, washing dishes, emptying the garbage, laundry, ironing, vacuuming, and other cleaning. In addition, almost all of the professional couples employed household help on a regular basis,

thus reducing the amount of work overload for the professional wives though they still retained the major responsibility for such tasks.

Two-thirds of the professional women in the Holmstrom (1973) study responded positively in regard to how they felt about their division of labor. They emphasized the importance of family members helping each other out or they expressed gratitude that their husbands were such a great help to them around the house. On the other hand, one-third of the women responded negatively regarding the division of labor. Most often these women expressed resentment over having so much to do. However, they also believed that their husbands had similar feelings of overload or that the solution was not to place responsibility for household tasks on their husbands.

The dual-career husbands in this study were also asked how they felt about helping with domestic tasks. Almost all of these twenty men had helped around the home in some capacity, either when interviewed or in the past "Although some felt it was a burden or at least time-consuming, to help around the home, it still seemed worthwhile to do it so the wife could continue her work" (Holmstrom, 1973, pp. 69-70). None of the husbands expressed a great deal of strain caused by their helping out. However, the amount of household work they were involved in

appears to have been relatively minimal.

One area in which husbands were found to provide considerable assistance was that of child care. In twelve of the sixteen professional couples who had children, the husband helped out with child care quite regularly. (This was true according to reports from the wives as well as the husbands).

The men helped with tasks such as changing diapers, feeding children, putting them to bed, getting up at night with a crying child, or general looking after the children... Several husbands did a lot of babysitting even during the day" (Holmstrom, 1973, pp. 73-74).

Several studies have revealed that discrepancies exist between individual's egalitarian attitudes (beliefs in a division of labor in the home based on equal sharing) and their actual behaviors. In one such study by Araji (1977), data was collected from a random sample of 1,154 married couples (553 husbands and 601 wives; employment status information was not provided). The data concerned role attitudes and corresponding role behaviors in regard to the following roles: provider, housekeeper, child care, girls' and boys' socialization, recreation, and kinship (ie. communication with relatives). The term "role attitude" was defined as "an attitude surrounded by certain

role prescriptions and proscriptions which predispose an individual to act in one way rather than another" (Araji, 1977, p. 310).

The survey results tended to support the author's prediction that attitudes toward family roles would be focused toward egalitarianism. However, these egalitarian attitudes were not reflected in actual role behaviors of the respondents. Most of the husbands and wives indicated that the men were providing most of the income while the women were doing most of the domestic duties. The one exception was that of childrearing duties which were usually reported as equally shared. Araji concluded that professional wives may experience role strain when their husbands do not share domestic tasks as much as expected.

Similar findings were reported by Beckman and Houser (1979) using data from three samples involving 801 professional and nonprofessional employed married women. In spite of differences among the women in regard to employment status (thus it can be assumed that some would have had more egalitarian marriages than others), most of the wives reported that tasks were divided according to traditional, sex-role norms. Wives usually assumed responsibility for washing dishes, cooking, and child-care, whereas men generally handled tasks such as yard work and car maintenance. Beckman and Houser concluded that individuals can compart-

mentalize their lives and their various roles such that the addition of a career role by a woman "does not necessarily have a strong effect on sex-typed behavior within the marital dyad" (p. 162).

In another intensive study of ten continuous dual-career families (in which the wife interrupted her career only minimally when she had children), St. John-Parsons (1978) found that each of the 20 domestic tasks (discussed separately with each spouse) was carried out by the individual who decided that it needed to be done; when this was not the case, there was "no evidence of coercion of the one performing the task by the one who made the decision" (p. 34). Nevertheless, the wives in actuality performed most of these tasks, reflecting traditional societal norms.

A number of studies have simply been concerned with the extent to which husbands help with household tasks when their wives are employed. According to a time-budget study by Walker (1970), the time spent by employed fathers in child care and homemaking was not greatly influenced by whether the mother was employed. However, Hoffman and Nye (1974) reported that fathers performed a little more of the domestic work and child care when the mother worked outside the home, though she still handled the larger share.

In Epstein's discussion (1971) of 12 case studies of women lawyers who were in law partnerships with their

husbands, it was reported that the household division of labor followed the traditional structure with the wife assuming primary responsibility for home management and care of the children:

Many of the women lawyers reported that their husbands were probably more aware than other husbands, those who do not work with their wives, of the tremendous strains suffered by their wives in fulfilling the obligations of home and office. However, despite this awareness, the women lawyers with whom we spoke were not in any significant way aided by their husbands in the home sphere (p. 560).

These women also reported minimizing social activities in order to spend weekends and evenings with the children (Epstein, 1971).

Another study by Gross and Arvey (1977) using survey responses of 71 dual and single-earner couples, tested the hypothesis that husbands of employed wives took on more responsibility for domestic tasks than husbands of full-time homemakers. Stratified random sampling was used to achieve a wide range of socioeconomic levels. Half of the families had children under 18 living at home and 35 of the women were employed full or part-time. The results

supported the hypothesis only in regard to the wife's perception of her husband's participation. The employed wives in this sample believed that their husbands helped more with domestic tasks even though the husbands did not actually report having assumed more responsibility.

In contrast to these findings, Pleck (1979) found from a nationally representative sample of 757 married men and 270 married women (all of whom were employed at least 20 hours per week), that employed husbands with employed wives spent 1.8 hours per week more in household work and 2.7 hours more per week in child care than did employed husbands with nonemployed wives. Although these time differences are not great in terms of minutes per day, they were nevertheless found to exist over a large representative sample. Pleck pointed out that "increasing men's family roles may have negative consequences for men in certain areas, in terms of conflicting with men's work role demands or with the expectations and attitudes of peers" (1979, p. 486). He added that it is worthwhile to ascertain the extent to which these negative consequences take place in addition to what strategies are helpful for men in dealing with them.

Scanzoni (1980) also found, from a sample of 386 wives, that husbands of equal partner (career) wives helped out more with household tasks than husbands of junior partner

(supplementary earner) or complement (homemaker) wives. The greatest difference was in the area of child care as opposed to certain other household tasks (food shopping, dishwashing, laundry, and cooking). In addition, career wives helped more with household repairs than junior partner or complement wives. Scanzoni concluded that dual-career couples are more "interchangeable" in regard to traditionally male and female roles and the tasks associated with them.

Overall, the studies discussed in this section indicate that husbands are beginning to share responsibility for household tasks and especially child care when their wives are employed. However, except in a minority of cases, women still handle a much larger share. As men do help out more in the home sphere it would seem that their role strain would increase and simultaneously that role strain for their wives would decrease. These particular issues have not been adequately explored in past research.

#### Multiple Role Salience

Career, parent, and spouse salience together constitute another important variable to be investigated in regard to role strain. The concept of career salience is identical to that which Safilios-Rothschild (1970) termed "work commitment". It is the degree of importance assigned to the career role relative to other familial obligations

or roles. The higher a woman's career salience, the higher her occupation is a priority in her value structure and the more central its role in her self-identity (Safilios-Rothschild, 1970). By its nature, a career demands a high level of commitment in comparison to a job. However, even among professionals, there is room for diversity concerning this issue and its relation to role strain.

Inter-role conflict is described by Herman (1977) as resulting when the requirements of various roles are incompatible. This frequently leads to psychological stress and sometimes dysfunctional behavior. Inter-role conflict may result from incongruent behavioral expectations of significant others or incompatible cultural versus personal values and norms (Herman, 1977). The results of Herman's study indicated that inter-role conflict for both men and women was mainly a function of the number of roles held. Employed married women with children reported no more conflict between job and family obligations than did men who held a similar number of roles.

Using a sample of 53 couples in which the wife was employed full or part time, Burke and Weir (1976, p. 284) found that for women "attempts to integrate work with home life were associated with an intensification of worries and concerns". However, employed women appeared to be in better physical and emotional health than nonemployed women and held more positive attitudes towards life in

general and marriage in particular. In contrast, husbands of employed women were found to be in poorer health and were less content with marriage, job, and life in general than husbands of housewives. However, Booth (1977) later replicated this study, altering the methodology, and found that husbands demonstrated no more signs of marital discord and stress than husbands of housewives.

Holahan and Gilbert (1979) completed a study, using mailed questionnaires, concerning conflict between major life roles of dual-career couples. A 42 percent response was achieved resulting in a sample of 28. Eighteen of the couples had children living at home and ten did not. Only couples who indicated that they were "married and living together, employed in a full-time position commensurate with their educational level, and whose present educational level was MA/MS or higher" were included in the sample (p. 454).

The results of this study revealed that high career aspirations were negatively related to role conflict for men but positively related to role conflict for women, reflecting the tendency for women to handle competing household responsibilities. Overall, lower conflict or strain for both spouses was correlated with: higher self-esteem, more profeminist attitudes, higher satisfaction from major roles, fewer work hours, and high spouse support (Holahan & Gilbert, 1979).

Different correlates of role conflict were found to exist for parents as opposed to nonparents. For the nonparent group, high role conflict was related to fewer hours, low career commitment, and low aspiration level. For the parent couples, however, high role conflict was associated with traditional attitudes toward family roles, working longer hours, unfavorable attitudes of spouse, low spouse support, and negative feelings from spouse about one's level of commitment. Thus, for parents, spouse support factors were highly correlated with role conflict, whereas for nonparents, personal variables related to career salience were more significant.

A study by Hardesty and Betz (1980) using 42 dual-career couples found that most of the wives and husbands ranked family as the most important domain in life and career as second. Both husbands and wives indicated relatively high degrees of marital adjustment, generally "profeminist" attitudes toward women, and moderate levels of career salience. Women reported somewhat more profeminist attitudes than men. The study indicated that higher levels of career salience for wives (as measured by the Career Salience Scale, Greenhaus, 1971) were related to higher reported levels of marital adjustment among husbands (Hardesty & Betz, 1980).

On the basis of these varied findings, the relation-

ship between multiple role salience and role strain in dual-career couples is somewhat difficult to predict. It would seem that individuals with high multiple role salience would experience higher levels of role strain since their career demands would more likely be perceived as competing with their familial responsibilities or vice versa (Van Meter & Agronow, 1982). Beckman (1978) found that wives employed professionally were more likely than wives employed nonprofessionally to view children as competing with their careers. On the other hand, couples with high multiple role salience are more likely to be highly motivated to work out the problems of combining career and familial roles in order to maintain positive feelings toward performance in each (Poloma & Garland, 1971; Hardesty & Betz, 1980).

#### Number of Children

Research has demonstrated that with each additional child, the mother's work load increases. One estimate is that with each child, the required amount of domestic work increases five to ten hours per week, depending on the age and birth order of the child (Stockard & Johnson, 1980). Statistics indicate that approximately 1,000 hours of domestic work are necessary to run a childless household, as compared to 1,500 hours a year for households with children over six, and 2,000 hours a year for families

with children under six; thus, twice the amount of work is required for families with young children than for those with no children (Bernard, 1975).

The number of children has also been demonstrated to decrease a wife's available time for household work (Perucci, Potter, & Rhoads, 1978). In a study completed by Bryson, Bryson, and Johnson (1978), questionnaire responses were collected from 196 couples in which both husbands and wives were members of the American Psychological Association. Analysis of the data indicated a positive relationship between number of children and dissatisfaction with the amount of time available for domestic activities for wives, but not for husbands. In addition, both husbands and wives having more children expressed somewhat greater dissatisfaction with the amount of time available to spend with family members than those with few or no children.

Career wives with more children expressed greater dissatisfaction with their freedom to pursue long-range occupational goals. Finally, individuals with children expressed more dissatisfaction with time available for professional activities than those who did not have any children, however in this case, the total number of children was not significant (Bryson, Bryson, & Johnson, 1978). Thus, overall, those couples with more children consistently indicated greater dissatisfaction with time available

for domestic activities, avocations, family, and professional activities.

Keith and Schafer (1980) found that younger couples with children at home experienced more strain than older couples with few or no children at home. This concurs with findings of Holmstrom (1973) and Rapoport and Rapoport (1976) who reported that the presence of children was related to overload and strain. In a review of the literature, Skinner (1980) indicated that the responsibilities of childrearing and the problems of finding adequate child-care services were a source of stress for younger dual-career couples, especially for the wives.

#### Age of Youngest Child

Hoffman and Nye (1974, p. 54) in their discussion of factors which facilitate or complicate a mother's employment, pointed out that the age of children "is relevant in two ways: older children demand less care and they can also help with household tasks and the care of younger children". The results of a study by Johnson and Johnson (1977) indicated that all of the 29 professional wives and mothers of young children (mean age = 5.6) reported major concerns about the conflict between career and child care in spite of the general supportiveness of their husbands in regard to their careers. These concerns were described using Goode's concept of role strain, and for these wives,

it "involved fatigue, emotional depletion, and in some cases, guilt". Sixty-four percent of the 116 reports of role strain focused on child-rearing problems mostly in terms of the mother's guilt and fatigue. In addition, Pleck, et al. (1980) found that both employed mothers and fathers of preschool children reported greater conflict between employment and family life than did employed parents of school age children.

More recently, Katz and Piotrkowski (1983) investigated family and job correlates of family role strain using a sample of 51 employed black women. The age of the youngest child was used along with number of children living at home to indicate the extent of family role demands for employed women. The researchers believed that age of the youngest child was a more sensitive indicator of household demands than the mean age of all children at home, which is consistent with findings of Bernard (1975) and Stockard and Johnson (1980). Contrary to their expectation, the authors did not find age of youngest child to be a significant predictor of family role strain though they suggest this was due to the fact that only a few of the women in the sample had preschool children.

Appendix B  
Methodology

### Sample

The data to be used in this study were collected for a nationwide survey, *Two Career Families: Motivation and Management in 1979* (Bird, Bird, & Scruggs, in press). The population of the study consists of administrators and their spouses in 130 state universities and land-grant colleges having institutional membership in the National Association of State Universities and Land-Grant Colleges (NASULGC) within the USA. Self-administered questionnaires were mailed to 599 male and female administrators and their spouses. A 73.8 percent return was achieved after three follow-up mailings resulting in a sample of 180 intact couples. Sixty-nine of the husband-wife couples (42%) were classified as dual career. They constitute the sample for the present study.

The dual-career family was defined as a family structure in which both spouses were engaged in active careers. Career specifically referred to those jobs that demanded a high level of education and personal commitment and were developmental in nature (Rapoport & Rapoport, 1976). Of the couples classified as dual career in this study, 33 of the wives and 36 of the husbands were administrators in high-level university positions (above that of department head). All of the administrators' spouses in this group were engaged in professional-managerial occupations. The

distribution of respondents according to age, years married, number of children, age of youngest child, income, and educational level appear in Tables 1 and 5.

#### Procedure

Analysis of the data was completed using Pearson's  $r$  correlations in addition to single regression equations. Role strain was measured by the items in Table 6 whose internal consistency was .71 (coefficient alpha). These items were designed to assess the experienced difficulty in meeting expectations associated with the following roles: career/occupational, parental, spouse, social, and leisure. Each item focused on one of the following dimensions: role conflict, role overload, or social pressure/norms (both external and personal). The remaining variables--task sharing, multiple role salience, number of children, and age of youngest child--were measured as indicated in Table 2.

#### Task Sharing Factors

Husband-wife task sharing was assessed by an instrument especially constructed for this study. For each item, respondents were asked to indicate how family tasks were divided (Table 7). Factor analysis was used to identify task categories. The categories that emerged from the analysis were labeled as follows: Meal Preparation Tasks, Child Care Tasks, Maintenance and Repair

Tasks, Management of Family Activities, Financial Management, Cleaning Tasks, Lawn and Garden Tasks. Previous analysis revealed that child care, meal preparation and cleaning tasks were the most time consuming as well as the most shared, thus this study includes only those tasks as possible correlates of role strain (Bird, Bird and Scruggs, in press). Table 7 summarizes and identifies in greater detail the items included in each task category.

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Appendix C  
Supplementary Tables

Table 5

Distribution of Respondents by Age, Years Married, Individual Income, and Educational Level

Variable	Wives		Husbands	
	Number	%	Number	%
<u>Age Group</u>				
28-34	6	8.70	2	2.90
35-41	18	26.09	14	20.29
42-48	17	24.64	12	17.39
49-55	17	24.64	25	36.25
56-62	9	13.04	12	17.39
63-69	2	2.90	4	5.80
<u>Number of Years Married</u>				
1-5	6	8.70	8	11.59
6-10	12	17.39	11	15.94
11-15	7	10.14	7	10.14
16-20	14	20.29	14	20.29
21-25	6	8.70	6	8.70
26-30	11	15.94	11	15.94
31-35	10	14.49	9	13.04
36-40	3	4.35	3	4.35

Table 5

Continued

Variable	Wives		Husbands	
	Number	%	Number	%
<u>Individual Income</u>				
7,000-12,999	10	15.15	0	
13,000-15,999	10	15.15	2	3.08
16,000-19,999	12	18.18	5	7.69
20,000-24,999	14	21.21	13	20.00
25,000-29,999	7	10.61	20	30.77
30,000-34,999	4	6.06	6	9.23
35,000-39,999	4	6.06	9	13.85
40,000-44,999	3	4.55	5	7.69
45,000-49,999	1	1.52	2	3.08
50,000 & over	1	1.52	3	4.62
<u>Educational Level</u>				
Some High School	0	0.00	1	1.45
Completed High School	2	2.90	2	2.90
Completed Tech. or Voc. School	1	1.45	0	0.00
Some College	2	2.89	3	4.35
Associate Degree	1	1.45	0	0.00
Bachelor's Degree	11	15.94	8	11.60
Some Graduate Work	3	4.35	2	2.90
MS/MA, MBA or MA+	27	39.13	16	23.19
PhD, EdD, MD or Similar Degree	22	31.88	37	53.62

Table 6

## Role Strain Items

Item <sup>a</sup>
1. I have plenty of time for socializing with friends.
2. My commitment to many activities, both in and outside the home, leaves little time for leisure.
3. I have too much to do and not enough time to do it.
4. I am frequently under pressure to comply with what other people think is best for me and my family.
5. Coping with the changing demands of my work, my husband's (wife's) work, and everyday life is a never ending dilemma.
6. I am frustrated by the need to modify my personal goals in order to accommodate my husband's (wife's) goals.
7. Deciding how to divide my limited time among many responsibilities is a frequent problem.
8. It is important for me to be a success at whatever I choose to do.
9. It bothers me that many of the things I do are to please other people, not myself.
10. I feel good about the amount of time I spend with my family.
11. When I am unusually busy, my family makes fewer demands on my time.
12. Most of my friends have lifestyles like mine.

<sup>a</sup>Coding was reversed on items 1, 10, 11, and 12 such that all items were coded from low to high role strain.

Table 7  
Categories of Task Sharing

Factor Name	Item	Factor Leading
Meal Preparation Tasks	Food Preparation	.88
	Planning Menus	.86
	Shopping for Food	.68
	After-Meal Cleanup	.48
Child Care	Chauffering Child(ren)	.90
	Attending Functions with Child(ren)	.90
	Daily Care of Child(ren)	.90
Cleaning Tasks	Vacuuming	.77
	Other Cleaning	.76
	Laundry	.48

Table 8

## Measurement of Variables

Variable	Definition	Response Categories
Role Strain	Extent of agreement with 13 items assessing the experienced difficulty in meeting role expectations of career, parent, spouse, social and leisure roles	7 response choices from "strongly disagree" to "strongly agree"
Task Sharing	The degree to which 10 tasks (constituting 3 factors: child care, food, and cleaning) were equally shared between husband and wife	5 response choices: "wife only", "wife more", "wife and husband about the same", "husband more than wife" and "neither husband nor wife"--these were recoded to reflect the amount of sharing: 1 = task never shared, 2 = task partly shared, 3 = task equally shared
Career Saliency	Extent of importance attributed to occupational/career activities in relation to the parental and spousal roles	11 response choices for each role ranging from "not at all important" to "extremely important"
Number of Children	Family size	Response to the item, "How many children do you have?"
Age of Youngest Child	Data was recoded to reflect age of youngest child	Response to the item, "What are the ages of your child(ren) living at home?"

Appendix D  
Questionnaire

PART A

Based on your experiences in various roles (such as husband or wife, parent, wage earner, etc.) indicate how much you Agree or Disagree with the following statements. There are no right or wrong responses to the statements. The right answers are what is true for you.

Circle the number from 1 to 7 which indicates how much you Agree or Disagree with each statement.

- | SD       | 1        | 2        | 3        | 4        | 5        | 6        | 7        | SA  |
|----------|----------|----------|----------|----------|----------|----------|----------|---|
|          |          |          |          |          |          |          |          |   |
|          | Strongly |          |          |          |          |          | Strongly |   |
|          | Disagree |          |          |          |          |          | Agree    |   |
| <u>1</u> | <u>2</u> | <u>3</u> | <u>4</u> | <u>5</u> | <u>6</u> | <u>7</u> |          | *23. I have plenty of time for socializing with friends.  |
| <u>1</u> | <u>2</u> | <u>3</u> | <u>4</u> | <u>5</u> | <u>6</u> | <u>7</u> |          | 24. My commitment to many activities, both in and outside the home, leaves little time for leisure.               |
| <u>1</u> | <u>2</u> | <u>3</u> | <u>4</u> | <u>5</u> | <u>6</u> | <u>7</u> |          | 25. I have too much to do and not enough time to do it.   |
| <u>1</u> | <u>2</u> | <u>3</u> | <u>4</u> | <u>5</u> | <u>6</u> | <u>7</u> |          | 26. I am frequently under pressure to comply with what other people think is best for me and my family.           |
| <u>1</u> | <u>2</u> | <u>3</u> | <u>4</u> | <u>5</u> | <u>6</u> | <u>7</u> |          | 27. Coping with the changing demands of my work, my husband's, work, and everyday life is a never ending dilemma. |
| <u>1</u> | <u>2</u> | <u>3</u> | <u>4</u> | <u>5</u> | <u>6</u> | <u>7</u> |          | 28. I am frustrated by the need to modify my personal goals in order to accomodate my husband's goals.            |
| <u>1</u> | <u>2</u> | <u>3</u> | <u>4</u> | <u>5</u> | <u>6</u> | <u>7</u> |          | 29. Deciding how to divide my limited time among many responsibilities is a frequent problem.                     |
| <u>1</u> | <u>2</u> | <u>3</u> | <u>4</u> | <u>5</u> | <u>6</u> | <u>7</u> |          | 30. It is important for me to be a success at whatever I choose to do.  |
| <u>1</u> | <u>2</u> | <u>3</u> | <u>4</u> | <u>5</u> | <u>6</u> | <u>7</u> |          | 31. It bothers me that many of the things I do are to please other people, not myself.                            |
| <u>1</u> | <u>2</u> | <u>3</u> | <u>4</u> | <u>5</u> | <u>6</u> | <u>7</u> |          | 32. I feel good about the amount of time I spend with my family.  |
| <u>1</u> | <u>2</u> | <u>3</u> | <u>4</u> | <u>5</u> | <u>6</u> | <u>7</u> |          | 33. When I am unusually busy, my family makes fewer demands on my time.   |
| <u>1</u> | <u>2</u> | <u>3</u> | <u>4</u> | <u>5</u> | <u>6</u> | <u>7</u> |          | 34. Most of my friends have lifestyles like mine.   |

PART B

Another important purpose of this study is to learn more about how busy couples like yourselves, divide household responsibilities. Using the scale below, circle the description which best describes how your family divides household tasks.

<u>W Only</u>	<u>W More</u>	<u>W and H</u>	<u>H More</u>	<u>H Only</u>	<u>Neither</u>	
Wife Only	Wife More Than Husband	Wife and Husband About Same	Husband More Than Wife	Husband Only	Neither Husband Nor Wife	
						FOOD
<u>W Only</u>	<u>W More</u>	<u>W and H</u>	<u>H More</u>	<u>H Only</u>	<u>Neither</u>	1. Planning menus
<u>W Only</u>	<u>W More</u>	<u>W and H</u>	<u>H More</u>	<u>H Only</u>	<u>Neither</u>	2. Shopping for food
<u>W Only</u>	<u>W More</u>	<u>W and H</u>	<u>H More</u>	<u>H Only</u>	<u>Neither</u>	3. Food preparation
<u>W Only</u>	<u>W More</u>	<u>W and H</u>	<u>H More</u>	<u>H Only</u>	<u>Neither</u>	4. After-meal cleanup
						CLOTHING
<u>W Only</u>	<u>W More</u>	<u>W and H</u>	<u>H More</u>	<u>H Only</u>	<u>Neither</u>	5. Shopping for clothing
<u>W Only</u>	<u>W More</u>	<u>W and H</u>	<u>H More</u>	<u>H Only</u>	<u>Neither</u>	6. Laundry
						HOUSE
<u>W Only</u>	<u>W More</u>	<u>W and H</u>	<u>H More</u>	<u>H Only</u>	<u>Neither</u>	7. Vacuuming
<u>W Only</u>	<u>W More</u>	<u>W and H</u>	<u>H More</u>	<u>H Only</u>	<u>Neither</u>	8. Other cleaning
<u>W Only</u>	<u>W More</u>	<u>W and H</u>	<u>H More</u>	<u>H Only</u>	<u>Neither</u>	9. Repair and maintenance
						LAWN/GARDEN
<u>W Only</u>	<u>W More</u>	<u>W and H</u>	<u>H More</u>	<u>H Only</u>	<u>Neither</u>	10. Gardening
<u>W Only</u>	<u>W More</u>	<u>W and H</u>	<u>H More</u>	<u>H Only</u>	<u>Neither</u>	11. Lawn mowing and care
						CAR(S)
<u>W Only</u>	<u>W More</u>	<u>W and H</u>	<u>H More</u>	<u>H Only</u>	<u>Neither</u>	12. Washing car(s)
<u>W Only</u>	<u>W More</u>	<u>W and H</u>	<u>H More</u>	<u>H Only</u>	<u>Neither</u>	13. Minor repairs
						CHILDREN
<u>W Only</u>	<u>W More</u>	<u>W and H</u>	<u>H More</u>	<u>H Only</u>	<u>Neither</u>	14. Chauffering
<u>W Only</u>	<u>W More</u>	<u>W and H</u>	<u>H More</u>	<u>H Only</u>	<u>Neither</u>	15. Attending functions with child(ren)
<u>W Only</u>	<u>W More</u>	<u>W and H</u>	<u>H More</u>	<u>H Only</u>	<u>Neither</u>	16. Daily care of child(ren)
						PETS
<u>W Only</u>	<u>W More</u>	<u>W and H</u>	<u>H More</u>	<u>H Only</u>	<u>Neither</u>	17. Feeding and care of pets
						MANAGEMENT
<u>W Only</u>	<u>W More</u>	<u>W and H</u>	<u>H More</u>	<u>H Only</u>	<u>Neither</u>	18. Paying bills and balancing checkbook
<u>W Only</u>	<u>W More</u>	<u>W and H</u>	<u>H More</u>	<u>H Only</u>	<u>Neither</u>	19. Planning investments
<u>W Only</u>	<u>W More</u>	<u>W and H</u>	<u>H More</u>	<u>H Only</u>	<u>Neither</u>	20. Coordinating day-to-day family activities
						LEISURE
<u>W Only</u>	<u>W More</u>	<u>W and H</u>	<u>H More</u>	<u>H Only</u>	<u>Neither</u>	21. Planning family recreation
<u>W Only</u>	<u>W More</u>	<u>W and H</u>	<u>H More</u>	<u>H Only</u>	<u>Neither</u>	22. Organizing social activities (entertaining)

While all of our roles are more or less satisfying, certain roles we perform are more important to our personal well-being than others. Please circle the number from 0 to 10 which indicates how important each role is in your own personal life. If the role described is not at all important to your well-being, circle a "0". If the role is important to your well-being, circle a number from "1" to "10" to indicate how important.

0	1	2	3	4	5	6	7	8	9	10	
Not At All										Extremely	
Important										Important	
<u>0</u>	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>	<u>9</u>	<u>10</u>	17. Income provider (e.g. occupational/career activities)
<u>0</u>	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>	<u>9</u>	<u>10</u>	18. Performer of household tasks (e.g. shopping, cleaning, yardwork)
<u>0</u>	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>	<u>9</u>	<u>10</u>	19. Wife
<u>0</u>	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>	<u>9</u>	<u>10</u>	20. Participant in community services (e.g. civic or service clubs, PTA, Chamber of Commerce)
<u>0</u>	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>	<u>9</u>	<u>10</u>	21. Parent
<u>0</u>	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>	<u>9</u>	<u>10</u>	22. Member of professional organization(s)
<u>0</u>	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>	<u>9</u>	<u>10</u>	23. Participant in social and recreational activities (e.g. special interest groups, hobbies, leisure activities)
<u>0</u>	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>	<u>9</u>	<u>10</u>	24. Participant in church or other religious activities



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