

FEMALE "REJECTION" OF BELIEFS ABOUT THE FEMININE  
ROLE: AN EXAMINATION OF RELATED FACTORS

by

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## CHAPTER I

### INTRODUCTION

Sociologists and anthropologists have directed attention to the wide variability in sex roles<sup>1</sup> found throughout human cultures, noting that a man's job (e.g., role) in one culture may be a woman's job in another. In each culture there exists to some extent a division of labor between the sexes that is reinforced by the social norms, values, and folkways of that particular culture which frequently results in definitions of behavior that are deemed "appropriate" for each sex.

The biological differences between males and females are thought to have provided the original cues for sex role differentiation with the female assuming those roles identified with the nurturance of children and the less strenuous activities of survival, leaving the hunting, fishing, and protection of the family or group to the male. Changes in technology brought about by the Industrial

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<sup>1</sup>Turner (1956:316) has defined role behavior as a collection of patterns of behavior which are thought to constitute a meaningful unit and deemed appropriate to a person occupying a particular status in society (e.g., a doctor or father), occupying an informally defined position in interpersonal relations (e.g., leader or compromiser), or identified with a particular value in society (e.g., honest man or patriot).

Revolution, however, have had an impact on the relations between the sexes, a result of which has been an idea by some that the division of labor "should not" be determined exclusively by sex, but by ability. A "push-button" society, requiring little muscular prowess, has effectively brought about a reorganization of sex-linked activities to the extent that some assume that most every task today can be performed by either males or females.

The combination of an equalitarian ideology and technological changes in the United States (and elsewhere) has created an atmosphere that condones the presence of women in the previously male-dominated occupational world (Dept. of Labor, 1969). A woman today may choose among a variety of occupations or she may decide to marry. If she marries she may have the opportunity to work outside the home, with full knowledge that under most circumstances the responsibility for homemaking (as opposed to equal sharing of housekeeping duties between husband and wife) will be hers exclusively (Haavio-Mannila, 1967). It is well known that some women are dissatisfied with their traditional roles. Following this, the question arises that if some women are dissatisfied with, or reject their ascribed<sup>1</sup> roles, whether these roles are related to

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<sup>1</sup>Ralph Linton (1961:202-203) defines role as "the dynamic aspect of a status" and ascribed statuses as "those which are assigned to individuals without reference to their innate differences or abilities."

homemaking duties, occupational activities, or personality stereotypes (e.g., emotionality), what then are the motivating factors related to rejection of ascribed female roles? Specifically, the focus of the present research will be directed to an examination of some factors that may be related to a female's rejection of her traditional or ascribed sex roles in contemporary American society.

It has been noted that American females are expected to be primarily expressively oriented in a predominantly instrumental milieu (Podell, 1966). Similarly, the differentiation of roles in the family has been characterized along "expressive" and "instrumental" lines (Zelditch, 1955), with the wife being considered the expressive leader (e.g., comforting, indulgent, emotional, etc.) and the husband the instrumental leader (e.g., decision-maker, manager, leader, etc.).

The division of roles within the family is related to the broader social context within which the family exists. Role differentiation appears to be more sharply marked in societies where the family performs many functions than in those where it is limited mainly to reproduction and socialization (Cosser, 1966). For example, if the family is a productive unit, division of labor may be expected. The need for role differentiation in the family is reduced in industrial societies, since most

of the functions that have traditionally been served by the family are now being served by outside institutions.

The role of the male as the dominant member and sole provider of the family has undergone a gradual metamorphosis in which the wife has assumed a more equalitarian position within the marriage and has often added economic support to the family (U.S. Dept. of Labor, 1969). The achievement of the franchise, changes in property laws, and better education for women have been agents in the emergence of an equalitarian ideology that has pervaded present-day marriages and other male-female relationships.

#### Purpose

One of the concerns of sociological research of sex roles has been that of attempting to explain the difficulty of some women in defining and adjusting to their sex roles. Sociologists have noted that the acceptance of sex-role identity poses problems for some women. Research into this area should aid in explanations of variations in the behavior of women who, on the one hand generally accept the traditional sex-linked roles ascribed to them and, on the other hand, those women who reject their roles in varying degrees.

It has frequently been asserted that females reject their sex roles because the culture is male oriented, male

role activities have greater prestige than female role activities, and male children are more highly regarded than female children (Hartley, 1966).

Granted that females may reject their roles in varying degrees, a search of the literature revealed no definitions and few empirical studies of female role rejection. For the purposes of this study female role rejection will be defined as a female's expressed disagreement with beliefs about the ascribed female role.

Ibsen<sup>1</sup> suggests that female roles may be viewed as consisting of three components: (1) housekeeping and childcaring responsibilities, considered the normative role for women, (2) personality traits, assumed to depict the "nature" of the female personality, and (3) an occupational dimension which has increasingly become a part of the role behavior of women.

Assuming this trichotomous classification of female roles, the rejection of female roles could reflect rejection of any one or more of the component parts. To illustrate: a woman may reject (by articulation, for example) the roles associated with housekeeping and childcaring duties as well as internalizing the appropriate beliefs that certain personality traits, such as emotionality, are more a part of the "nature" of women than of

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<sup>1</sup>Suggested by Dr. Charles A. Ibsen in a meeting of the thesis committee in May, 1971.

men. But if she is skeptical of the belief that females are more inclined to "feminine" occupations such as nurse or typist, she is rejecting belief(s) about the traditional or ascribed occupational roles for women. It would be erroneous to assume that she has rejected all components (three in the present study) of the traditional female role, for only aspects of the occupational component have been rejected, not the personality or housekeeping components.

It is possible however, that the three components included in a scale of female role rejection are not separate entities but are highly interrelated in which case a female's beliefs on one or more of the components may not differ significantly from her beliefs on the combined scale. The primary purpose of this research is to determine whether there is a positive relationship between the independent variables: (1) possession of male sex traits, (2) desire of an occupation typically performed by males and (3) perception of typically "male" occupations as being more prestigious than typically "female" occupations and female role rejection. If one or more of the independent variables are related to female role rejection, we can assume that a factor has been isolated which contributes to a theory of the explanation of female sex-role rejection.

Theoretical Framework and  
Relevant Literature

Horner (1970) has examined femininity and successful achievement and notes that women as well as men are part of a culture that rewards and values achievement and stresses self-reliance, individual freedom, self-realization, and the full development of individual resources (these values being rooted in Max Weber's description of The Protestant Ethic).<sup>1</sup> However, the author observes that despite the prevalence of these values, femininity and individual achievement continue to be viewed as two desirable but mutually exclusive ends; the cultural attitudes toward appropriate sex roles limit the horizons of women, with the result of a "significant and increasing absence of American women in the mainstream of thought and achievement in the society."<sup>2</sup>

Mirra Komarovsky's (1964) research into the nature of certain sex roles imposed by society upon college women reinforces the notion of society's often incompatible roles for women--the "modern" and the "feminine"<sup>3</sup>

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<sup>1</sup>Weber, 1958.

<sup>2</sup>Horner, 1971:98.

<sup>3</sup>The feminine role refers to attitudes and personality traits describing women as "not as dominant, or aggressive as men" or "more emotional, sympathetic." The modern role demands of the woman much the same standards, patterns of behavior and attitudes that it does of the men of a corresponding age, e.g., excellence in school.

roles. One of the author's conclusions was that the "modern" role is emphasized earlier in the education of the college girl and those girls most successful in the "modern" role are penalized later by their "cultural" (feminine) role.

At the same time there are some theorists (Linton, 1936; Shuttleworth, 1959) who contend that no significant differences exist between males and females with respect to their ability to interchange role functions with the exception of differential reproductive roles. Others (Burt and Moore, 1912; Harris, 1964) claim differences based on physiological or hormonal factors are of paramount importance in sex-related role allocation; still others (Mead, 1963; Spindler and Spindler, 1958) regard social and cultural "conditioning" as the primary influence determining sex-linked behavior patterns.

In any case, all cultures differentiate between males and females, labeling some activities and behaviors as masculine in nature and others as feminine in nature. Females are often capable (and willing), at least physiologically, of exhibiting behavior that has been defined by the culture as typically masculine, e.g., a female jockey. To the extent that this occurs she may be placed somewhere on the masculine side of a masculine-feminine continuum. If a woman's personality reflects traits that are considered masculine, there exists the

possibility that her masculine traits will be incompatible with feminine traits associated with the female role. Thus, it is not generally believed that a person can be rational (male trait) and emotional (female trait) at the same time. Also, a woman with male traits may feel uncomfortable in the traditional roles of housewife and mother. As a result of these possibilities, part, or all, of the ascribed female role may be rejected in favor of a role more consonant with the temperament of a particular individual. Research done by Hartley (1966) supports this contention--results showed that a "boyish" girl anticipated a liking for more masculine behavior than did a "feminine" girl.

Therefore it is proposed that the possession of male sex traits is a possible factor in the rejection of ascribed female roles and will thus be treated as an independent variable. Although there is no empirical research that supports this conjecture, there is research that suggests that the possession of male and female sex traits is in part, culturally determined. Hetherington (1966) investigated the effects of father absence on the development of sex-role preference, dependency, aggression and recreational activities of boys who had no contact with their fathers or had no father substitutes. Results showed that absence of the father after age five has little effect on the sex-typed behavior of boys; boys who lost

their fathers early, before identification can be assumed to have been completed, showed considerable deviation in sex-typed traits. They were less aggressive and showed more feminine role preference than other boys (e.g., participating less in physical games involving contact). These results suggest the significance of early socialization of boys to the "appropriate" sex roles.

Aberle and Naegele (1952) and Tasch (1952) found that fathers reported different expectations for their sons and daughters and that the fathers participated in different activities with their sons than with their daughters. Similarly, Sears, Maccoby and Levin (1957) interviewed mothers who reported that they permit more aggressiveness from boys when it is directed toward parents and children outside the family.

Another factor that may be related to female role rejection is the prestige typically attached to masculine activities, particularly along an occupational dimension. As mentioned earlier Hartley (1966) observed that male role activities have greater prestige than female role activities. Furthermore, Schmidt-Relenberg (1965) indicated that female students believed one of the important factors in the determination of their career choices is the prestige of a profession. If prestige is a factor in influencing a woman's choice of occupations and if in general, masculine occupations (e.g., judge, bartender,

miner) are considered more prestigious than feminine occupations (e.g., kindergarten teacher, nurse, dietician), it then follows that a woman may reject female role activities because they offer less prestige than male role activities. Specifically, if she sees male occupations as being more prestigious than female occupations, she may (1) reject the traditional housekeeping activities because they are generally believed to be less prestigious, or (2) reject beliefs about typical female occupational roles that might be a hindrance in the performance of more prestigious (inferring more training, higher salary, etc.) occupations. Male occupations in general tend to require more skills and training than female occupations. Samelson and Weiss (1958) found that among employed women, employment was more likely to provide a basis for feelings of worth the more highly skilled the job.

The variable, seeing male occupations as being more prestigious than female occupations may be related to a third variable, a female's desire to pursue a male occupation in that, the higher one views the prestige of an occupation, the more a masculine occupation may be desired. The desire to pursue a "male" occupation (such as engineer) may be related to rejection of beliefs about the "proper" occupational role for women because, for example, to become an engineer is to violate the traditional occupational categories for women. This implies that a woman's

beliefs should conform to her desire to become an engineer. Also, this variable could be related to rejection of female personality traits for if those occupations that stress the use of male traits are desired by women, it seems likely that a woman will believe that not only males, but females as well will possess traits necessary for the successful performance of an occupation.

That females may desire a male occupation is reasonable if only on the basis of economics. Census data indicate that the median income of women is considerably less than that for men and the disparity has increased in recent years. In 1956 women's median wage was \$2,827, or 62 per cent of the \$4,466 received by men. By 1966 women's wage income rose to \$3,973, while men's rose to \$6,848. The 1966 increase for women was only 58 per cent of that of men. Thus a woman could be encouraged to seek a male occupation because of the higher salaries. Such a view may be misleading however, due to discriminatory practices in salary that affect women.

Nevertheless, the attitudes and aspirations of young women still tend to favor traditional female roles (rather than occupational equality between the sexes) (Empey, 1968). Perhaps such findings are in part a result of socialization to sex roles. Women continue to assume the responsibility for the housework and childcaring duties (Holter, 1966; Dunn, 1960; Hartley, 1966; Haavio-Mannila,

1967; Olsen, 1960). When we examined cross-cultural literature however, findings suggest an increased emphasis on the desire for more masculine careers. Schmidt-Relenberg (1965) studied female German high school students and concluded:

- (1) 33% of the respondents had a precise professional image.
- (2) 53% wanted to choose an academic profession.
- (3) Personal inclination appeared as the most important factor determining the choice. Other factors were prestige and material independence.
- (4) The classic female professions were considered most suitable for women.
- (5) The ideal female type was a female with a double activity--at home with the family and self-determined and independent in society.

An examination of the literature suggests that three different variables might be related to female role rejection. It seems plausible that women with masculine traits, women who see male occupations as more prestigious than female occupations and women who desire "male" occupations might reject traditional or ascribed female roles. These contentions are more formally stated in the following sets of hypotheses.

#### Hypotheses

1. Possession of male sex traits by college females as measured by a high score on an Mf (masculinity-femininity) scale on the Minnesota Multiphasic Personality Inventory is positively correlated with expressed written rejection of beliefs about ascribed female roles as measured by high scores on a role rejection scale.

- a. Possession of male sex traits by college females is positively correlated with expressed written rejection of beliefs about the typical occupational role for women.
  - b. Possession of male sex traits by college females is positively correlated with expressed written rejection of beliefs about ascribed personality traits of women.
  - c. Possession of male sex traits by college females is positively correlated with expressed written rejection of beliefs about ascribed housekeeping and childcaring roles for women.
2. The desire by college females of an occupation or career usually held by males as measured by the response on a question measuring "ideal" occupational choice is positively correlated with expressed written rejection of beliefs about ascribed female roles as measured by high scores on a role rejection scale.
- a. The desire by college females of an occupation or career usually held by males is positively correlated with expressed written rejection of beliefs about the typical occupational role for women.
  - b. The desire by college females of an occupation or career usually held by males is positively correlated with expressed written rejection of beliefs about ascribed personality traits of women.
  - c. The desire by college females of an occupation or career usually held by males is positively correlated with expressed written rejection of beliefs about ascribed housekeeping and child-caring roles for women.
3. Perception by college females of typically male occupations being more prestigious than typically female occupations as measured by a high score on an occupational prestige index is positively correlated with expressed written rejection of

beliefs about ascribed female roles as measured by high scores on a role rejection scale.

- a. Perception by college females of typically male occupations being more prestigious than typically female occupations is positively correlated with expressed written rejection of beliefs about the typical occupational role for women.
- b. Perception by college females of typically male occupations being more prestigious than typically female occupations is positively correlated with expressed written rejection of beliefs about ascribed personality traits of women.
- c. Perception by college females of typically male occupations being more prestigious than typically female occupations is positively correlated with expressed written rejection of beliefs about ascribed housekeeping and childcaring roles for women.

## CHAPTER II

### METHODOLOGY

The research plan for this study utilizes the survey method focusing on "the characteristics of relationships, or both, among variables based upon systematic observation of these variables" (Williams, 1968:9). Sociologists have relied heavily on this method and have benefited from the savings in time and money required for administration of survey instruments, such as the questionnaire and interview.

Specifically, the interest of this study lies in the effort to establish the existence of relationships between variables and to determine the degree or magnitude of these relationships.

#### Population

The population is composed of 284 female undergraduate college students attending classes at either of one of two adjacent state institutions of higher learning in Southwest Virginia. One is a large land-grant university, Virginia Polytechnic Institute and State University located in Blacksburg, Virginia and

the other is a small, predominately female state college situated in Radford, Virginia.

The 284 females are students in three lower level Sociology classes who were present in class on the day of administration of the measuring instrument (a self-administered questionnaire). A total of 290 questionnaires were collected for analysis. Six questionnaires were excluded due to the failure of the respondent to provide sufficient information for purposes of analysis, leaving a total of 284 (98 per cent) questionnaires.

The data will be treated as a population instead of a sample, since there is no random sampling involved. Statistical tests will be employed and are justified following the argument of Gold (1969:43) that "a meaningful and useful interpretation can be given to a test of significance applied to any set of data, without regard to sampling considerations." According to Gold, statistical tests will show evidence of variation or lack of variation from a random process model applied to the specified population.

#### Instrument of Observation

Three scales were included in the questionnaire. The first focused on the measurement of the degree of possession of masculine traits and was extracted from the Masculinity-femininity scale on the Minnesota Multiphasic Personality Inventory (Dahlstrom, 1962). Twenty

of the possible sixty items were selected by the use of a systematic sampling procedure, taking every third item and beginning with the first.

A second scale consisted of 24 items designed to measure female role rejection: eight items focused on female personality traits, eight on an occupational dimension, and eight on housekeeping and childcaring duties.

The third scale was designed to measure the relative prestige of male occupations. The scale consisted of the difference in prestige in male and female occupations as judged by the respondent.

Finally, a single question was used to measure a female's desire to pursue a typically male occupation.

The internal consistency of each measure will be reassessed.<sup>1</sup> If, as is assumed, each scale is unidimensional, it would be expected that the item-to-total correlations will be positive, uniform in magnitude, and of sufficient size.<sup>2</sup> Failure to find these conditions would

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<sup>1</sup>The index of internal consistency is given by the following formula, commonly called the overall reliability of a scale.

$$r(kk) = K\bar{r} / (1 + [K-1]\bar{r}) \text{ where}$$

K = number of items

$\bar{r}$  = mean correlation (Nunnally, 1967).

<sup>2</sup>The formula for the item-to-total reliability (correlation) is:

imply invalid measurement although the converse does not hold.<sup>1</sup>

### Description of the Measures

#### a. Masculinity-femininity Scale

This scale was abstracted from the Minnesota Multiphasic Personality Inventory (MMPI). The MMPI was designed to provide "an objective assessment of some of the major personality characteristics that affect personal and social adjustment" (Dahlstrom, 1960:3). Included in the MMPI is a masculinity-femininity scale (Mf, scale 5) composed of 60 items. This scale was designed to identify personality features related to male sexual inversion. Dahlstrom noted that the dimension

$$r_1 (2 + 3 + \dots n) = \frac{e}{\sqrt{a + c} \sqrt{b + d}}$$

where  $a = 1$  and  $n =$  number of items in scale  
 $b = n - 1$   
 $c = 0$

$$d = \sum_{i=2}^n \sum_{j=2}^n r_{ij} \quad l = \text{item for which correlation with total desired}$$

$$e = \sum_{j=2}^n r_{lj} \quad r_{ij} = \text{correlation between the } i\text{th and } j\text{th items}$$

(Bohrnstedt, 1969).

<sup>1</sup>The reader should be aware that interval level of measurement is assumed both in the procedures used to evaluate each scale and in the procedures used for developing total scale scores. Klemmack and Wood (1971) indicate that ordinal summated scales correlate highly with assumed underlying interval scales suggesting that ordinal scales may be treated as interval in nature for some purposes. Labovitz (1970) reports similar findings.

of inversion being evaluated in the MMPI scale had appeared to be psychologically very similar to the differences in personality between males and females in studies by Terman and Miles (1936). The similarity of the Mf scale to differences in masculine and feminine personality characteristics prompted the use of this scale as a device for measuring male sex traits among females.

It is assumed that there exists the possibility for females (as well as males) to exhibit degrees of sexual inversion. An attempt to develop a corresponding scale (Fm) to identify female inversion proved unsuccessful but the MMPI-Mf scale has been found to differentiate substantially between the sexes (Terman and Miles, 1938); thus, the use of this scale in the present study is felt to be adequate to attempt a measure of a female's sex traits.

Each item will be coded 1 or 2, depending upon whether the respondent answers true (1) or false (2).

Table 1 presents measures of internal consistency for the Masculinity-femininity scale. As a result of the low item-to-total correlations and the low overall reliability, it was concluded that the items designed to measure male personality traits were not unidimensional and lacked internal consistency (homogeneity). Therefore, the items could not successfully be utilized as a scale

TABLE 1<sup>a</sup>

The Mf Scale: Item-to-total Correlations,  
Overall Reliability and Mean, Individual  
Means, Standard Deviations and a  
Brief Description of Items

Question Number	Item	Item-to-total Correlation	Mean	Standard Deviation
1	Never sorry a girl <sup>b</sup>	.02	1.54	.50
2	Like to be a nurse <sup>b</sup>	-.09	1.83	.38
3	Kept diary <sup>b</sup>	.09	1.31	.46
4	Like to draw flowers <sup>b</sup>	-.01	1.39	.49
5	Enjoy love stories <sup>b</sup>	.11	1.14	.35
6	Don't fear snakes	-.04	1.64	.48
7	Like science	.07	1.52	.50
8	Never liked dolls	.07	1.92	.27
9	Should get revenge	.09	1.79	.41
10	Like to be a soldier	.03	1.92	.27
11	Slow learner in school	.19	1.87	.34
12	"Company" manners better	-.01	1.34	.47
13	Truth requires persuasion	.10	1.59	.49
14	Keep quiet when in trouble	-.01	1.60	.49
15	Disappointed in love <sup>b</sup>	-.13	1.45	.50
16	Like dramatics <sup>b</sup>	-.04	1.28	.45
17	Sometimes hate family <sup>b</sup>	-.03	1.41	.49
18	Strangers often critical <sup>b</sup>	-.06	1.21	.41
19	Like to play jokes	.04	1.66	.48
20	Honesty a result of fear	.05	1.63	.48
	overall reliability:	.097		
	overall mean:	.005		

<sup>a</sup>See Appendix A for complete item statement as presented in the questionnaire.

<sup>b</sup>Item worded negatively; reflected for purposes of analysis.

and the first set of hypotheses associated with this variable were dropped from the study.

b. Measure of Desire for Male Occupation

The variable, desire to pursue a typically male occupation was obtained by a response on the following question: "If you could choose any career you wanted, what would it be? Please be specific."

If the respondent wrote in an occupation or job that had previously been classified as being typically performed by males, she was treated as desiring a male occupation.

In order to determine whether an occupation is performed most often by males, females, or by both equally, a list of 110 occupations were submitted to Sociology graduate students for judging. They were instructed to indicate on a numbered continuum the sex of the individual that most often performs each particular occupation (the continuum ranged from 1 [male] to 8 [female]). The list of 110 occupations that were submitted to judges for rating were taken from the respondent's answers on the question designed to measure desire for a male occupation. This was done to ensure that no occupations that would be coded male, female, or neutral would be omitted from the rating procedure.

Item scores were divided into three categories. There were 39 male occupations, 35 neutral, and 36 female

occupations.<sup>1</sup> A low score implies a respondent's desire to pursue a "male" occupation and a high score implies lack of desire to pursue a male occupation.

### c. Role Rejection Scales

Female role rejection was defined earlier in this study as a woman's expressed disagreement with beliefs about the ascribed female role. Furthermore, roles were divided into three components: (1) personality traits, (2) housekeeping and childcaring duties, and (3) an occupational dimension.

The role rejection scale was composed of three components and a Likert scaling procedure was used for all items (24) in the scale. Subjects responded to items by choosing responses along a five-point Likert-type scale.

#### 1. personality traits

Kammeyer (1966) developed statements designed to measure beliefs about female personality traits. He used an eight-item summated rating scale. The subjects were divided into two groups on the basis of the sum of their responses. Subjects agreeing with the items were classified as having "traditional" beliefs; the others had "modern" beliefs.

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<sup>1</sup>See Appendix B for a complete list of the 110 occupations.

TABLE 2<sup>a</sup>

Mean, Standard Deviation, and Number of Responses  
on an Item Designed to Measure Desire  
for a "Male" Occupation

Item	Mean	Standard Deviation	Number
(21) "If you could choose any career you wanted, what would it be? Please be specific."	2.30	.84 <sup>b</sup>	267

<sup>a</sup>See Appendix B for complete occupational listing.

<sup>b</sup>Implies highly variable groups.

Because of Kammeyer's success with this scale, it was included as part of the larger scale of role rejection and was considered the appropriate scale for the personality component.

High scores indicate a female's disagreement with personality sex stereotypes; low scores imply agreement with sex stereotypes.

In the following table (3), the high positive item-to-total correlations were uniform and of sufficient magnitude to justify the use of this scale. The overall reliability for the scale is .77, giving further support for the use of the instrument. Unidimensionality is also implied.

## 2. housekeeping and childcaring duties

Eight items formed a scale that was designed to measure beliefs about housekeeping and childcaring duties for females. Statements or the items included public and personal levels of reference (Motz, 1952). From a preliminary investigation Motz found evidence of personal and public conceptions of role definitions. This meant that the conceptions of roles for people in general (or public) and more specific (or personal) conceptions did not coincide. The following statements show a public frame of reference in the first, and a private frame of reference in the second.

TABLE 3<sup>a</sup>

Measurement of Beliefs About Personality Traits on the  
 Role Rejection Scale: Item-to-total Correlations  
 (Reliability), Overall Reliability, Means,  
 Standard Deviations and a Brief  
 Description of the Eight Items

Question Number	Item	Item-to-Total Correlation	Mean	Standard Deviation
1	Women more emotional	.42	2.11	1.16
4	Women more moral	.44	3.41	1.10
5	Men more logical	.37	3.56	1.12
10	Women more artistic	.50	3.50	1.00
11	Men better leaders	.49	3.24	1.16
14	Men more intellectual	.38	3.70	1.06
18	Men more aggressive	.47	3.03	1.17
24	Women more sympathetic	.53	2.86	1.19
	overall reliability:	.773		
	overall mean correlation	.299		

<sup>a</sup>See Appendix A for complete listing of items.

N = 284.

1. The wife should consider it her job to prepare meals and keep the house clean.  
(public)
2. I think it should be my duty as a wife to do practically all of the housework.  
(private)

Because this study is sociological in nature, it is felt that a person's beliefs about public, as well as private conceptions of roles are an integral part of a major aim of sociology--the study of human social behavior (Theodorson and Theodorson, 1969).

In Table 4 the item-to-total correlations suggest that the items are internally consistent and unidimensional (i.e., seem to be related and measuring the same underlying property).<sup>1</sup> The scale will be assumed therefore, to be a valid measuring device.

A high score implies disagreement with the beliefs about ascribed housekeeping and childcaring roles for women and a low score implies agreement with those beliefs.

### 3. occupational dimension

The construction of eight items designed to measure beliefs about the female occupational role included the public and personal conceptions of role behavior discussed above. In addition, the items were designed to

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<sup>1</sup>The overall reliability of the scale is quite high (.80).

TABLE 4<sup>a</sup>

Measurement of Housekeeping and Childcaring Duties  
 Designed to Assess Beliefs About the Female  
 Role: Item-to-total Reliabilities, Mean,  
 Standard Deviation, Overall Mean  
 and Reliability

Question Number	Item	Item-to-total Correlation	Mean	Standard Deviation
2	Wife should keep house	.57	2.13	1.15
8	I should care for kids	.43	2.80	1.36
9	Women shouldn't be tied to housework <sup>b</sup>	.47	2.98	1.19
12	I think my husband should share in childcaring <sup>b</sup>	.39	1.66	.95
15	I should do all housework	.55	2.71	1.23
16	Both parents should share in childcaring <sup>b</sup>	.39	1.50	.85
20	Wife should care for kids	.53	3.24	1.28
22	Housework shouldn't be my job necessarily <sup>b</sup>	.55	3.52	1.11
	overall reliability:	.80		
	overall mean correlation:	.53		

<sup>a</sup>See Appendix A for complete statement of items.

<sup>b</sup>Items worded negatively; reflected for analysis.

N = 284.

distinguish between those females who held beliefs similar to Kammeyer's "modern" and "traditional" categories. Thus the statement, "I feel that I should pursue only those occupations that a woman usually performs" reflects a traditional view if the respondent agrees and a modern view if she disagrees. To the extent that she rejects the traditional view, is the extent to which she rejects ascribed feminine sex roles, leading to support of the hypotheses.

Table 5 suggests that all the items except the last one possess internal consistency and sufficient reliability. As a result of the low item-to-total correlation of the last item ("men and women should make the same salary for the same job"), this item was excluded. A new mean correlation and overall reliability for the remaining items were found.

When item 23 is omitted the mean correlation is .35 and the overall reliability is .79. This finding provided a reasonable justification for the exclusion of this item, since the scale reliability is also improved somewhat.

Item scores were summed for analysis. High scores imply disagreement with beliefs about the female occupational dimension and low scores imply agreement.

TABLE 5<sup>a</sup>

Measurement of the Occupational Dimension on the  
Role Rejection Scale: Item-to-total Reliability,  
Overall Reliability and Mean, Standard  
Deviation and Means

Question Number	Items	Item-to-total Correlation	Mean	Standard Deviation
3	Women should have female jobs	.60	4.34	.89
6	Men are better suited to male jobs	.52	3.61	1.28
7	Women should have a career of their own <sup>b</sup>	.33	1.64	.83
13	I should have female job	.54	4.02	1.10
17	Women can also do men's work <sup>b</sup>	.41	1.98	.99
19	Women more inclined to female jobs	.42	2.53	1.17
21	Women ought to be satisfied with less prestigious jobs	.52	3.87	1.05
23	There should be no discrimination in salary between the sexes <sup>b</sup>	.15	1.36	.79
	overall mean:	.28 (.35, item 23 omitted)		
	overall reliability:	.76 (.79, item 23 omitted)		

<sup>a</sup>See Appendix A for complete item statement.

<sup>b</sup>Items worded negatively; reflected for analysis.

N = 284.

#### 4. total role rejection scale

The total scale consisted of 23 items. Item 23 in the occupational dimension was excluded due to reasons cited above. A correlation coefficient analysis between the total scale and each of the three components justified the decision to combine the components into a comprehensive scale. The correlations between the scales were as follows:

	Occupational rejection	Personality rejection	Housekeeping rejection
Total role rejection	.87	.80	.79

The total scale with item 23 omitted provided a slightly higher mean correlation and reliability than the total scale of all items.<sup>1</sup> Thus, the analysis done utilized a role rejection scale of 23 items with the higher reliability.

#### d. Prestige Index

A list of 90 male and female occupations were submitted to 13 judges (Sociology graduate students) for rating. Instructions were given to rate the occupations according to the sex of the persons that performed the occupation most often. A list of 24 occupations (12 male, 12 female) was compiled from the results of this rating

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<sup>1</sup>See Table 6.

procedure which formed the basis for a prestige index in the questionnaire.

Instructions given to the respondents were to "rate each of the following occupations according to what you feel is its prestige." The responses were (1) high prestige, (2) slightly high prestige, (3) medium prestige, (4) slightly low prestige, and (5) low prestige.

The procedure used to obtain a total prestige score involved finding the difference between the total prestige assigned to male occupations and the total prestige assigned to female occupations. A positive score ( $M - F > 0$ ) implies that male occupations are judged more prestigious than female occupations. The higher the score, the larger the prestige difference. The range of prestige scores was -1 to 27 and the mean score was 11.3.

e. Frequency and Percentage  
Distributions of Variables

Found in Appendix C are frequency and percentage distributions of the scores on role rejection, occupational prestige and occupational choice variables. The categories for the scores were not used in the analysis of data except for the occupational choice variable. The categories were selected to enable the reader to observe the range and distribution of response on the variables.

TABLE 6

The Total Role Rejection Scale: Item Reliabilities, Adjusted Reliabilities and Adjusted Mean Correlations

Question Number	Items <sup>a</sup>	Item-to total Correlation	Overall Mean Correlation	Overall Reliability
1	personality	.42	.226	.875
2	housekeeping	.57		
3	occupation	.60		
4	personality	.35		
5	personality	.37		
6	occupation	.61		
7	occupation	.37		
8	housekeeping	.43		
9	housekeeping	.39		
10	personality	.36		
11	personality	.54		
12	housekeeping	.24		
13	occupation	.54		
14	personality	.44		
15	housekeeping	.58		
16	housekeeping	.27		
17	occupation	.39		
18	personality	.40		
19	occupation	.52		
20	housekeeping	.50		
21	occupation	.55		
22	housekeeping	.50		
23	occupation (dropped)	.12		
24	personality	.41		
	overall mean, omitting item 23:	.244		
	overall reliability, omitting item 23:	.881		

<sup>a</sup>See Appendix A, pp. 59-60 for description of items.

TABLE 7

The Prestige Index: Item-to-total Correlations,  
Means, Standard Deviations, Overall  
Reliability and Mean

Question Number	Occupations	Item-to-total Reliability	Mean	Standard Deviation
<u>Male</u>				
2	professional photographer	.24	2.61	.88
4	tailor	.25	3.29	.93
6	member of armed forces	.21	2.92	1.06
7	engineer	.30	1.49	.68
8	stockbroker	.18	1.84	.83
11	dentist	.33	1.47	.68
13	manager of large manufacturing concern	.30	1.63	.72
14	funeral director	.33	2.88	.87
16	clergy	.24	2.10	.84
18	plumber	.31	3.72	.93
19	forestor	.39	3.10	.85
22	sheriff	.35	2.72	.88
	overall mean:	.136		
	overall reliability:	.654		
<u>Female</u>				
1	nurse	.38	2.40	.84
3	telephone operator	.57	4.00	.78
5	stenographer	.59	3.20	.83
9	file clerk	.62	3.92	.80
10	receptionist	.64	3.61	.86
12	babysitter	.48	4.66	.70
15	secretary	.61	3.13	.69
17	dental technician	.44	2.65	.88
20	music teacher	.35	3.16	.89
21	dietician	.38	2.70	.88
23	private housekeeper	.42	4.01	.88
24	typist	.67	3.58	.79
	overall mean:	.333		
	overall reliability:	.857		

N = 284.

### Analysis Design

The first set of hypotheses to be tested is concerned with the relationship between the desire to pursue a masculine occupation and female role rejection. The level set for rejection of the null hypothesis will be at .05. The variables are trichotomous by continuous; the most appropriate test statistic is a one-way analysis of variance. This test will tell us if there is a significant variation among the means. Eta is the appropriate measure of association for the analysis of variance. According to a random process model the implied null hypothesis is that there is no difference between variance of the means on role rejection for each occupational group. The research hypothesis is that the means in the data are: male mean  $>$  neutral mean  $>$  female mean, and therefore we must examine the ordering of the means for interpretation.

The second set of hypotheses to be tested is concerned with the relationship between perception of male occupations being more prestigious than female occupations and female role rejection. An appropriate measure of association is the Pearson product-moment correlation coefficient. A t-test will be the test of significance. The null hypothesis is of the form  $H_0$ : Pearson correlation  $\leq 0$  and the alternative hypothesis is  $H_a$ : Pearson correlation  $> 0$ . A positive correlation between prestige of male occupations and female role rejection will imply

directional support of the hypothesis. The formula for the Pearson product-moment correlation and t-test are respectively:

$$r = \frac{\sum (x - \bar{x})(y - \bar{y})}{S_x S_y} \quad \text{and} \quad t = \frac{r \sqrt{N - 2}}{\sqrt{1 - r^2}}$$

$\sim T(\text{df} = N - 2)$

## CHAPTER III

### RESULTS AND DISCUSSION

Eight hypotheses will be presented for testing in this chapter. The appropriate test statistic and test of significance will indicate either support or rejection of the research hypotheses. As noted above, the hypothesis and the three subhypotheses concerned with the relationship between possession of male sex traits and high scores on role rejection were dropped due to the discovery that the Mf "scale" was found to be inadequate to measure possession of male sex traits.

The following hypotheses are presented. Hypothesis I and its subhypotheses are concerned with the relationship between desire to pursue a male occupation and role rejection. Hypothesis II and its subhypotheses are concerned with the relationship between the relative prestige of a male occupation and female role rejection.

#### Hypothesis I

The desire by college females of an occupation or career usually held by males as measured by the response on a question measuring ideal occupational choice is positively correlated with expressed written rejection of beliefs about ascribed female roles as measured by high scores on a role rejection scale.

Responses on the question designed to measure a female's ideal career choice were segregated into male, neutral, and female categories. Occupations were classified on the basis of the sex of the worker that was most typically engaged in the occupation. For example, occupations that fall within the neutral category are not typically performed by either males or females.

The relationship between a female's choice of a male career or occupation and her score on the role rejection scale was assessed by the application of a one-way analysis of variance. Table 8 shows the results of the statistical tests and the means for each category.

An interesting observation concerns the neutral group's mean score (82.3) which is the highest mean on the role rejection scale and is very close to the mean for the male group (81.5). The research hypothesis was only partially supported since the mean of the neutral occupational group was higher than the mean of the male group.

However, it is apparent from the means that females who desire male occupations have a higher role rejection mean score than females who desire female occupations. An analysis of variance and the eta test of significance indicate support for the hypothesis at the .05 level of significance.

TABLE 8

Relationship Between Desire for Male Occupation  
and Female Role Rejection

	Occupational Group Means			F	p	Eta <sup>2</sup>
	Male (N = 66)	Neutral (N = 55)	Female (N = 146)			
Total role rejection	81.53	82.31	73.38	13.22	.05	.0911
Occupational role rejection	28.35	28.33	25.36	12.376	.05	.0857
Personality role rejection	26.82	27.13	24.11	8.606	.05	.0612
Homemaking role rejection	26.36	26.85	23.91	6.785	.05	.0489

N = 267.

For all three subhypotheses, the analysis of variance and eta test indicate support of the hypotheses at the .05 level. The desire for a male occupation is significantly related to rejection of the occupational component ( $F = 12.4, \alpha < .05$ ), the personality trait component ( $F = 8.6, \alpha < .05$ ), and the housekeeping and childcaring duties ( $F = 6.8, \alpha < .05$ ), as presented in Table 8.

### Hypothesis II

Perception by college females of typically male occupations being more prestigious than typically female occupations as measured by a high score on an occupational prestige index is positively correlated with expressed written rejection of beliefs about ascribed female roles as measured by high scores on a role rejection scale.

A Pearson product-moment correlation coefficient ( $r$ ) and a t-test were done to determine the relationship between occupational prestige and role rejection. The results indicate a significant positive correlation and support for the hypothesis at the .05 level of significance. See Table 9 for the results of the analysis.

Support for the hypothesis means that females who perceive male occupations as being more prestigious than female occupations (implying a higher prestige score for male occupations) are more likely to have high scores on the role rejection scale (i.e., reject ascribed female roles) than females who don't perceive male occupations

TABLE 9

Relationship Between Occupational  
Prestige and Role Rejection

	r	t	p
Total role rejection	.13	2.20	.05
Occupation role rejection	.17	2.90	.05
Personality role rejection	.06	1.01	n.s. <sup>a</sup>
Homemaking role rejection	.10	1.69	.05

<sup>a</sup>n.s.: not significant at the .05 significance level.

N = 284.

as being more prestigious. A coefficient of .13 with a  $t$  of 2.20 is statistically significant at the .05 level.

The correlation and  $t$ -test indicate support for two of the subhypotheses at the .05 level of significance. The occupational component ( $r = .17$ ,  $t = 2.9$ ,  $\alpha < .05$ ) and the housekeeping and childcaring component ( $r = .10$ ,  $t = 1.7$ ,  $\alpha < .05$ ) were both supported. The personality trait component however, was not supported at the .05 level ( $r = .06$ ,  $t = 1.0$ ,  $\alpha > .05$ ). This component in the total role rejection scale may not be related to the way a female perceives occupational prestige.

The two variables, desire for a male occupation and the relative prestige of male occupations were found to be related to female role rejection. Since the components of role rejection were highly interrelated it might be expected that findings of the total role rejection scale apply to the components. One exception to this general pattern was the personality trait component in the prestige variable. A relationship between the relative prestige of male occupations and rejection of occupational roles is expected. Also, one might expect rejection of housekeeping and childcaring responsibilities, since a woman who works outside the home would find fulfillment of housekeeping and childcaring responsibilities and duties more exacting. A similar argument cannot be made in regard to the personality dimension.

In retrospect, while we might expect a relationship with the occupational and housekeeping dimensions, we would not necessarily expect a personality tie. Further research should suggest whether this is a result of sampling error.

## CHAPTER IV

### SUMMARY AND CONCLUSIONS

This is a study concerned with an examination of factors conceivably related to female role rejection. Female role rejection was defined as a woman's expressed disagreement with beliefs about the ascribed female role.

A population of female undergraduate students attending lower level Sociology classes at two colleges, Virginia Polytechnic Institute and State University in Blacksburg, Virginia and Radford College in Radford, Virginia was used. The total N was 284.

Statistical tests were done to determine whether a positive relationship exists between the following factors and female role rejection. The factors were a female's (1) desire for a typically "male" occupation, and (2) perception of "male" occupations as being more prestigious than "female" occupations.

Items designed to measure female role rejection formed a scale consisting of three components which were thought to comprise female roles. These components were (1) ascribed female personality traits, such as sympathy or emotionality, (2) occupational roles of women (e.g., the higher frequency of female nurses than female

doctors), and (3) housekeeping and childcaring duties (e.g., the expectation that women should do almost all the housework).

In an attempt to measure possession of male sex traits, twenty items from the MMPI-Mf scale were systematically sampled. An item analysis procedure revealed that the items were not scalable and therefore could not be used to measure male traits. Therefore a test of the hypotheses dealing with role rejection and possession of male sex traits could not be made and these hypotheses were excluded from the study.

An item designed to measure a female's desire for a "male" occupation stated, "If you could choose any career you wanted, what would it be?" If a female chose an occupation previously judged as being male (such as dentist), her score indicated that she desired a male occupation.

A one-way analysis of variance and an eta measure of association indicated a positive relationship, significant at the .05 level between female desire for a male occupation and high scores on the role rejection scale. This means that those females who desire a male occupation are more likely to reject the ascribed female roles imposed by society than those females who desire a female occupation. However, it was found from the mean scores that females who desire occupations that are neutral in

character (i.e., occupations performed by either sex about equally) have slightly higher role rejection scores than females who desire male occupations.

For the measurement of male occupational prestige, a list of 24 occupations (12 male, 12 female) made up a prestige index designed to reveal a total prestige score. This was achieved by taking the difference between prestige assigned to male occupations and prestige assigned to female occupations. A positive score indicated that male occupations were regarded as more prestigious than female occupations.

A Pearson product-moment correlation coefficient and t-test revealed a significant ( $p < .05$ ) positive relationship between seeing male occupations as more prestigious than female occupations and high scores on the role rejection scale. The relationship of occupational prestige with the component of personality traits on the role rejection scale was not statistically significant at the .05 level. Since this was the only component that was not statistically significant, the conclusion has been drawn that occupational prestige is indeed related to a total role rejection score and that the personality dimension is perhaps of questionable value to the total scale when relating it to prestige of male occupations.

The primary limiting factors in this study are:  
(1) the limitations of generalization to a larger population

due to lack of a random sampling procedure; (2) lack of a behavioral dimension in the measurement of role rejection; and (3) the lack of multiple measurement procedures in the independent variables that would have improved the divergent validity.

Some interpretation and conclusions should be made concerning the significant positive correlation that was found between a female's desire to pursue a male occupation and high scores on the role rejection scale.

The statistical tests showed that females who desired male and neutral occupations had a higher role rejection score than females who desired a female occupation. Furthermore, the neutral category showed higher role rejection mean scores than the male category. The finding that male and neutral categories are closely related is rather intriguing. Nevertheless, this finding coupled with an observation of the raw data (discussed below) may suggest a possible explanation for our results.

When the responses on the occupational choice variable were being tabulated it was noticed that about one-third of the females who chose a female occupation chose "wife" and/or "mother." It should also be noted that a percentage distribution of role rejection scores on the occupational choice variable (Appendix D) suggests that a large percentage of females who chose female occupations had fairly high role rejection scores (although

not as high as male and neutral categories). This observation, along with the frequent choice of wife and mother on this variable and the close relationship between male and neutral category scores implies that perhaps we could have expected a comparable high role rejection score for those females who chose a female occupation other than wife and mother. The female occupational category was possibly "contaminated" by the choice of wife and mother with the effect of lowering the rejection score for females who chose female occupations other than wife and mother. Thus, we would expect that those females who chose an occupation that required them to be away from the home would have high role rejection scores. Also, it would be expected that the male and neutral categories would show slightly higher scores than the female category since many female occupations are part-time, temporary, or are of a nature which permits the eventual return of the female to the home and resumption of her traditional and ascribed duties. Further analysis of this variable will be needed to determine empirically if our reasoning is accurate.

As mentioned earlier, it was suggested that desire for a male occupation might be a factor related to the rejection of ascribed female roles. Results indicate that this factor provides evidence for an explanation of a female's rejection of her ascribed roles. These

results may be placed into a more comprehensive theoretical framework of female role conflict. American females are often faced with conflicting role expectations. Podell (1966) and Zelditch (1955) point out that women are expected to exhibit role behavior that is "expressive" within an "instrumental" milieu, or, in other words, women are expected to live in a man's world. In order to reduce the conflict resulting from inconsistent role expectations or beliefs, a woman must usually choose among conflicting roles. Thus, if a female desires to become a dentist, it would be expected that she reject the belief (among others) that women should pursue only those occupations that are considered feminine. Also we would not expect her to believe that females should necessarily stay in the home. These, and other beliefs are inconsistent with her desire to become a dentist and she would probably either alter her desire to become a dentist or alter her support for those ascribed roles that conflict with desiring a male occupation. Insofar as is possible, it is assumed that individuals will strive to hold attitudes or beliefs that are consistent or congruent and it is also assumed that in our culture a female is inconsistent in her beliefs if she has both modern beliefs and traditional beliefs about female roles.

In conclusion, it is suggested that females, in choosing among conflicting roles, exhibit behavior (and

in this study, expressed written "behavior") consistent with their beliefs about the behavior. The data support this framework in that a female's desire to pursue a male occupation was found to be consistent with rejection of ascribed beliefs opposed to the successful performance of a male occupation.

The relative prestige of male occupations (perception of male occupations as more prestigious than female occupations) was found to be related to female role rejection. However, the personality trait component included in the total scale was not significantly related to prestige of the occupations. In Chapter III this finding was discussed. It is contended that a female's rejection of beliefs about ascribed female personality traits is less critical to the relative prestige of an occupation because seeing male occupations as more prestigious than female occupations does not necessarily imply, for example, that a female believes women are less emotional or less sympathetic than men, etc.

The results showed that the relative prestige of a male occupation is significantly related to beliefs about typical female occupational roles and to beliefs about the ascribed housekeeping and childcaring duties. This finding was predicted in Chapter I and it was further suggested that this variable might be related to desire for a male occupation. However, a correlation between

desire for a male occupation and the prestige of a male occupation resulted in a low negative relationship (-.11). This implies that the two variables are not related to each other although they were found to be significantly related to female role rejection. To place the results of this variable (prestige) into a role conflict perspective we will conclude that females who reject their ascribed roles in varying degrees, may tend to reduce any conflict which may occur by many of several factors, one of which might be their perception of male roles as more prestigious than female roles (occupations), thus making their role choices easier.

The changing role of women and their increased presence in the previously male-dominated occupational world has become evident throughout this study. Census data show that the female work force has increased throughout the past few decades with resulting reformulation of some beliefs about traditional female roles. Numerous studies have been concerned with the inconsistencies in attitudes and behaviors between the "traditional" and the "modern" role of women (Komarovsky, 1964). These studies and the results of the present study provide evidence that the attitudes, beliefs, and behaviors of females are indeed altering, with implications for important changes in the future concerning role behaviors for women as well as for the general population.

It is assumed that role behavior and attitudes of beliefs concerning roles should be consistent. From this, an interesting question comes to mind. Would the results of the present study have been similar if a behavioral dimension for the measurement of role rejection had been used in place of the attitudinal dimension? If our preceding assumption is correct, we should expect to obtain the same results, providing the test-retest reliability is high.

Finally, further studies, perhaps longitudinal in scope, would answer more adequately, questions about the rapidity of changing role behaviors and attitudes and question about the relationships, if any, between behavior and beliefs in the area of female sex roles.

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APPENDIX A

QUESTIONNAIRE

col.

1,2,3

Instructions: Put a 1 (true) or 2 (false) in the blank beside each statement according to the response that best describes yourself. Please answer all statements.

- 4 1. \_\_\_ I have never been sorry that I am a girl.
- 5 2. \_\_\_ I would like to be a nurse.
- 6 3. \_\_\_ I used to keep a diary.
- 7 4. \_\_\_ If I were an artist I would like to draw flowers.
- 8 5. \_\_\_ I enjoy reading love stories.
- 9 6. \_\_\_ I do not have a great fear of snakes.
- 10 7. \_\_\_ I like science.
- 11 8. \_\_\_ There was never a time in my life when I liked to play with dolls.
- 12 9. \_\_\_ When someone does me a wrong I feel I should pay him back if I can, just for the principle of the thing.
- 13 10. \_\_\_ I would like to be a soldier.
- 14 11. \_\_\_ I was a slow learner in school.
- 15 12. \_\_\_ My table manners are not quite as good at home as when I am out in company.
- 16 13. \_\_\_ It takes a lot of argument to convince most people of the truth.

- 17 14. \_\_\_ I feel that it is certainly best to keep  
my mouth shut when I'm in trouble.
- 18 15. \_\_\_ I have been disappointed in love.
- 19 16. \_\_\_ I like dramatics.
- 20 17. \_\_\_ Once in a while I feel hate toward members  
of my family whom I usually love.
- 21 18. \_\_\_ I have often felt that strangers were looking  
at me critically.
- 22 19. \_\_\_ I like to be with a crowd who play jokes on  
one another.
- 23 20. \_\_\_ Most people are honest chiefly through fear  
of being caught.

Answer the following:

- 24 21. If you could choose any career you wanted, what  
would it be? Please be specific.

Specify: \_\_\_\_\_

- 25 22. What is the occupation that you will most  
realistically pursue? Put housewife if it  
applies. Please be specific.

Specify: \_\_\_\_\_

Instructions: For each of the following statements,  
select the number beside the response that most  
closely reflects your feeling about each statement.  
For example, if you strongly agree that boys are  
better tennis players than girls, place a 1 in  
the space beside the statement.

\_\_\_ Boys are better tennis players than girls.

Responses:

- 1 Strongly Agree
- 2 Agree
- 3 Neutral
- 4 Disagree
- 5 Strongly Disagree

- 26 (1) \_\_\_ Women are more emotional than men.
- 27 (2) \_\_\_ The wife should consider it her job to  
prepare meals and keep the house clean.
- 28 (3) \_\_\_ I feel that women should be content to  
pursue typically female occupations, such  
as nurse instead of doctor.
- 29 (4) \_\_\_ Women are more moral than men.
- 30 (5) \_\_\_ Men are better able to reason logically  
than women.
- 31 (6) \_\_\_ In general, I think men are better suited  
to occupations that require higher educa-  
tional degrees, such as doctor, professor,  
dentist, engineer, clergyman, etc.
- 32 (7) \_\_\_ Women should be able to have a career of  
their own in addition to their roles of  
housewife and mother.
- 33 (8) \_\_\_ I think I should assume primary responsi-  
bility for the care and upbringing of my  
children.
- 34 (9) \_\_\_ There is no reason that the married woman  
should be any more tied down to housework  
than her husband should be.
- 35 (10) \_\_\_ Women are more artistically inclined than  
men.
- 36 (11) \_\_\_ Men are better leaders than women.
- 37 (12) \_\_\_ I think that I would expect my husband to  
share equally in the responsibility for  
our children's care and upbringing.
- 38 (13) \_\_\_ I feel that I should pursue only those  
occupations that a woman usually performs.
- 39 (14) \_\_\_ Men are more inclined toward intellectualism  
than women.
- 40 (15) \_\_\_ I think it should be my duty as a wife to  
do practically all of the housework.
- 41 (16) \_\_\_ Both mother and father should share equally  
in the responsibility for the care and  
rearing of their children.

- 42 (17) \_\_\_ Women are just as capable as men of doing jobs usually performed by males (except for strenuous activities requiring muscular strength).
- 43 (18) \_\_\_ Men are more aggressive than women.
- 44 (19) \_\_\_ Women are more naturally inclined to feminine occupations such as secretary, nurse, and dietician.
- 45 (20) \_\_\_ The wife should consider it her duty to assume primary responsibility for the care and upbringing of her children.
- 46 (21) \_\_\_ In general, a woman ought to be satisfied with a job that is less prestigious than a man's.
- 47 (22) \_\_\_ I don't see why the housework should be my job any more than my husband's.
- 48 (23) \_\_\_ Men and women should make the same salary for the same job.
- 49 (24) \_\_\_ Women are more sympathetic than men.

Instructions: Rate each of the following occupations according to what you feel is its prestige. Place the appropriate number in the space.

Responses:

- 1 High prestige
- 2 Slightly high prestige
- 3 Medium prestige
- 4 Slightly low prestige
- 5 Low prestige

Occupations:

- 50 1. \_\_\_ nurse
- 51 2. \_\_\_ professional photographer
- 52 3. \_\_\_ telephone operator
- 53 4. \_\_\_ tailor
- 54 5. \_\_\_ stenographer

- 55 6. \_\_\_member of armed forces  
56 7. \_\_\_engineer  
57 8. \_\_\_stockbroker  
58 9. \_\_\_file clerk  
59 10. \_\_\_receptionist  
60 11. \_\_\_dentist  
61 12. \_\_\_babysitter  
62 13. \_\_\_manager of large manufacturing concern  
63 14. \_\_\_funeral director  
64 15. \_\_\_secretary  
65 16. \_\_\_clergy  
66 17. \_\_\_dental technician  
67 18. \_\_\_plumber  
68 19. \_\_\_forestor  
69 20. \_\_\_music teacher (piano)  
70 21. \_\_\_dietician  
71 22. \_\_\_sheriff  
72 23. \_\_\_private housekeeper (not wife)  
73 24. \_\_\_typist

APPENDIX B

JUDGES' RATING OF OCCUPATIONS

Instructions: Give the following occupations the number that most closely describes the sex that performs the occupation most often. For example, assigning the number 4-1/2 to an occupation would indicate that both sexes share equally in the performance of the occupation; assigning the number eight would indicate that the particular occupation is performed almost always by females. Place the number in the blank provided.

Male 1    2    3    4    4-1/2    5    6    7    8 Female

- 1. professional cheerleader
- 2. owner of school for the mentally retarded
- 3. professional basketball player
- 4. stage worker, manager, acting
- 5. professional student
- 6. newspaper reporter
- 7. linguistic career
- 8. physical therapist
- 9. WAF (Women in the Air Force)
- 10. member of the Air Force
- 11. personnel worker
- 12. pediatrician
- 13. United Nations "hostess"
- 14. research technician for deadly diseases

- \_\_\_15. Vista volunteer
- \_\_\_16. business administrator and executive
- \_\_\_17. recreation worker (YMCA)
- \_\_\_18. owner and operator of a recreational center
- \_\_\_19. philosopher
- \_\_\_20. child psychologist
- \_\_\_21. advertising employee
- \_\_\_22. foreign service for the U.S. government
- \_\_\_23. research psychologist
- \_\_\_24. "underprivileged persons" worker
- \_\_\_25. researcher in speech and hearing defects
- \_\_\_26. speech therapist
- \_\_\_27. engineer consultant
- \_\_\_28. librarian
- \_\_\_29. guidance counselor
- \_\_\_30. homemaker
- \_\_\_31. teacher
- \_\_\_32. car mechanic
- \_\_\_33. designer
- \_\_\_34. scientific illustrator
- \_\_\_35. fashion merchandizing career
- \_\_\_36. criminologist
- \_\_\_37. dietician
- \_\_\_38. medical doctor
- \_\_\_39. nuclear physicist
- \_\_\_40. biologist

- \_\_\_41. fashion model
- \_\_\_42. nursing
- \_\_\_43. businessman or businesswoman
- \_\_\_44. teacher of equitation (horseback riding)
- \_\_\_45. foreign ambassador
- \_\_\_46. conservationist
- \_\_\_47. researcher on an oceanographic ship
- \_\_\_48. foreign embassy worker
- \_\_\_49. musical entertainer
- \_\_\_50. nutritional researcher
- \_\_\_51. writer
- \_\_\_52. business finance career
- \_\_\_53. artist
- \_\_\_54. home economist
- \_\_\_55. social worker
- \_\_\_56. psychologist
- \_\_\_57. airline steward or stewardess
- \_\_\_58. interior designer (decorator)
- \_\_\_59. home management worker
- \_\_\_60. food advertising career
- \_\_\_61. architect
- \_\_\_62. economist
- \_\_\_63. playwright
- \_\_\_64. kindergarten teacher
- \_\_\_65. television reporter
- \_\_\_66. mathematician

- \_\_\_67. acting
- \_\_\_68. architectural historian
- \_\_\_69. secretary
- \_\_\_70. office worker
- \_\_\_71. sales worker
- \_\_\_72. astronaut
- \_\_\_73. aerospace engineer
- \_\_\_74. elementary schoolteacher
- \_\_\_75. critic
- \_\_\_76. fashion retailer
- \_\_\_77. coach
- \_\_\_78. school administrator
- \_\_\_79. fashion buyer
- \_\_\_80. home economics teacher
- \_\_\_81. marine biologist
- \_\_\_82. fashion designer
- \_\_\_83. interpretor
- \_\_\_84. pottery artist
- \_\_\_85. scientific research
- \_\_\_86. technical director of plays
- \_\_\_87. scene designer
- \_\_\_88. technical work in the theatre
- \_\_\_89. mathematics research
- \_\_\_90. staff member with Christian organization
- \_\_\_91. archeologist
- \_\_\_92. lawyer

- \_\_\_ 93. journalist
- \_\_\_ 94. biochemist
- \_\_\_ 95. airline pilot
- \_\_\_ 96. Peace Corps worker
- \_\_\_ 97. theatre acting
- \_\_\_ 98. movie acting
- \_\_\_ 99. professional singer
- \_\_\_ 100. missionary
- \_\_\_ 101. professional dancer
- \_\_\_ 102. home economics extension agent
- \_\_\_ 103. dance instructor
- \_\_\_ 104. special education teacher
- \_\_\_ 105. college teacher
- \_\_\_ 106. photo-journalist
- \_\_\_ 107. politician
- \_\_\_ 108. psychiatrist
- \_\_\_ 109. computer programmer
- \_\_\_ 110. fashion coordinator

APPENDIX C

FREQUENCY AND PERCENTAGE DISTRIBUTIONS  
OF POPULATION ON STUDY VARIABLES

<u>Total Role Rejection</u> <u>Scores</u>	<u>Frequency</u>	<u>Per Cent</u>
23- 29	0	0
30- 39	0	0
40- 49	4	1.4
50- 59	19	6.7
60- 69	66	23.2
70- 79	67	23.6
80- 89	73	25.7
90- 99	39	13.7
100-115	16	5.6
	N = 284	100.0

<u>Occupational</u> <u>Prestige Scores</u>		
-1 to 4	27	9.5
5 to 9	75	26.4
10 to 14	105	37
15 to 19	60	21.1
20 to 27	17	6
	N = 284	100.0

<u>Occupational</u> <u>Choice Scores</u>		
Male	66	24.7
Neutral	55	20.6
Female	146	54.7
	N = 267 <sup>a</sup>	100.0

<sup>a</sup>Nonresponse: 17 respondents did not answer for this variable.

APPENDIX D

PERCENTAGE DISTRIBUTION OF ROLE REJECTION

SCORES ON THE OCCUPATIONAL

CHOICE VARIABLE

Total Role Rejection Scores	Occupational Choices			Total %
	Male %	Neutral %	Female %	
23- 29	0	0	0	100
30- 39	0	0	0	100
40- 49	0	0	100	100
50- 59	16.7	5.6	77.8	100
60- 69	21.0	14.5	64.5	100
70- 79	20.0	16.9	63.1	100
80- 89	28.8	27.3	43.9	100
90- 99	24.3	32.4	43.2	100
100-115	60.0	26.7	13.3	100

N = 267.

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FEMALE "REJECTION" OF BELIEFS ABOUT THE  
FEMININE ROLE: AN EXAMINATION  
OF RELATED FACTORS

by

Judith M. Nagan

(ABSTRACT)

Female role rejection, defined as a female's expressed disagreement with her ascribed feminine roles was examined. It was hypothesized that female role rejection (dependent variable) is positively correlated with (1) female possession of male traits, (2) a female's desire to pursue a "male" occupation, and (3) a female's perception of "male" occupations as being more prestigious than "female" occupations (independent variables). A scale to measure female role rejection was composed of three components: beliefs about personality traits, housekeeping and childcaring duties, and an occupational dimension. A nonsampled population of 284 undergraduate female Sociology students at a large university and a small female college located in Southwest Virginia was chosen. Justification for use of statistical tests was provided by Gold's (1969) contention that statistics can

be applied meaningfully to data without regard to sampling considerations. Measurement of possession of male sex traits using one-third of the items on the Mf scale of the MMPI proved unsuccessful and this variable was dropped from the study. The remaining two hypotheses were supported at the .05 level of significance using a one-way analysis of variance and a correlation coefficient with the associated tests of significance. It was concluded that females who desire "male" and "neutral" occupations reject their ascribed roles to a greater extent than females who desire "female" occupations. Also, females who see "male" occupations as being more prestigious than "female" occupations reject their roles more than females who fail to perceive "male" occupations as more prestigious.