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THE EFFECT OF WORK-FAMILY
ROLES ON SATISFACTION FOR
MILITARY OFFICERS' WIVES

Clarice K. Shuman



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**The Effect of Work-Family
Roles on Satisfaction for
Military Officers' Wives**

By

Clarice K. Shuman

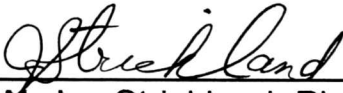
**A Thesis Submitted to the
Faculty of the College of
Graduate Studies At
Georgia Southern
University in Partial
Fulfillment of the
Requirements of the
Degree Master of
Sociology**

Statesboro, Georgia

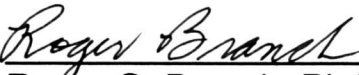
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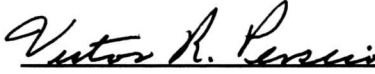
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Dedication

I dedicate this thesis to my wonderful family. To my husband Jim for all his support, encouragement and love. To my two beautiful children who inspire me to be my very best. To Meme, Papa and Grandmother for loving Kathleen and J. Daniel while their Mommy worked, thank you. To my parents who provided the financial support for my undergraduate degree which encouraged me to pursue graduate school. Thank you all very much. God has blessed me tremendously through your understanding and support.

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CHAPTER I

BACKGROUND

Military officers' wives have been a target of much speculation throughout our nation's history. These women are in a demanding situation as far as their husbands' careers are concerned. They are expected to fulfill particular duties that their spouses' career demands. Papnek has referred to this as the "2-person career." She explains that a wife is "inducted into the orbit of her husband's institution not because of her own, or the institutions specific choice, but because she is related to her husband through sexual, economic and emotional bonds" (Papanek, 1973, p. 855). Finch's 1983 study of British middle class professionals introduced the concept of the career "wife of". Jans explains that this is a role that a woman plays when she is married to someone whose work requires the wife's active and/or psychological involvement in that work (Jans, 1989). It can be concluded from Strickland's (Strickland, 1992, p. 798) definition of "career wife" that military officers' spouses could be included in this category. The "career wife" or "wife of" is a member of a particular occupational group (Jans, 1989, p. 337). The organization that employs her husband does not employ her, but they expect her to contribute to her husband's organization.

She is expected to participate in activities to support him, though she is not financially or otherwise compensated as he is. She can only be expected to be paid for her work “vicariously” through her husband’s income (Papanek, 1973, p. 100-101). While some women seem to thrive in the role of “wife of”, others may “suffer from low self-esteem, depression, poor physical health, and addiction to alcohol and other drugs” (Strickland, 1992, p. 423).. Because military officers’ wives fit the definition of a “career wife”, it is logical to predict that they may experience some problems. The various responses to being military officers’ wives may be a result of the various roles that these women fill. The work-family role that they carry out may actually dictate which women seem to thrive as officers’ wives and which do not. Chapter 1 will describe the work-family role while examining dissatisfaction or depression that may exist in the actual role the military officer’s wife must fill. In addition, Chapter 1 will examine existing research on depression and military officer’s wives.

Research Question

This study examines the satisfaction of the military officer’s wife in the role she carries out and how it is influenced by the role preferences of significant others. The major dependent variable is depressive symptomatology. The independent variables are (1) age, (2) race, (3) years of education, (4) years as an officer’s wife, (5) rank of spouse, (6) number of children, (7) age of youngest child, (8) current job, (9) hours worked for pay, (10) hours contributed to the

Army, (11) role preference, (12) spouse's preference, (13) senior officers' preference, (14) senior spouse's preference, (15) best role and (16) role disparity. The mediating variables are (1) actual role, (2) satisfaction as an officer's wife and (3) role satisfaction.

The "work-family role system is composed of the male work role, the female work role, the female family role and the male family role" (Pleck, 1997, p. 8). It is widely recognized that "work affects the family" and the family influences the work roles of both men and women (Mortimer et al., 1977, p. 20). "For women, the demands of the family role are permitted to intrude into the work role more than vice versa ... Husbands are expected to manage their families so that their family responsibilities do not interfere with their work efficiency..." (Pleck, 1977, p. 24 -25). The career of the military officer is very demanding on the officer and his or her family. Although over the course of the century there has been a major increase in married women's rate of labor force participation, (Pleck, 1977, p. 24-25) the demands placed on the military officer have not lessened. This may result in some strain between men's' and women's work-family roles. When the concept of the two-person career is taken into consideration, the demands placed on the military officer intrude into the military wife's lifestyle.

In this study, the work family roles of a woman may range from a full-time homemaker to that of a woman who is employed full-time outside the home. For the purposes of this study, her work-family role is divided into five basic

categories. The first category is that of the “homemaker”. The “homemaker” works full-time at home in an unpaid capacity. The “background supporter” works full-time at home and actively supports her husband’s military career with hosting, entertaining and secretarial duties. She also serves in an unpaid capacity. The “teamworker” works outside the home in a public, unpaid capacity that supports her husband’s career. The “military employee” is employed by the military in her own full-time position, just as her spouse is. The final work family role is the “outside employee.” This woman is employed full-time by an organization other than the Army. While all of the officer’s wives have the “status” of an officer’s wife, their roles may vary tremendously, as may their levels of satisfaction. The variation of their roles and their level of satisfaction is the focal point of this study.

A random sample of the population of officers’ wives at Fort Stewart, Georgia will be studied for this research project. This study will identify the factors that most affect the satisfaction level of military officers’ wives. The independent variables, which have an indirect effect on the wife’s satisfaction, are her age, race, level of education, employment experiences, and number and ages of children. More independent variables include family income, her husband’s rank, and years spent as an officer’s wife. The primary dependent variable is her level of depression, which may be strongly affected by the “fit” of her work-family role. It is hoped that this study will identify those factors which

result in a woman being satisfied as a military officer's wife, while detecting those factors which increase dissatisfaction.

Table 1: Identification of Variables

INDEPENDENT VARIABLES	MEDIATING VARIABLES	DEPENDENT VARIABLES
Age	Role Disparity	Depression
Race	Role Satisfaction	
Education	Satisfaction as Officer's Wife	
Years as an Officer's Wife		
Rank		
# of Children		
Youngest Child		
Current Job		
Hours worked for pay		
Hours contributed to Army		
Role Preference		
Spouse's Preference		
Sr. Officer's Preference		
Sr. Spouse's Preference		
Best role		
Current Role		

Significance

Traditionally, military officers' wives have been seen as an extension of their husbands. They often have been expected to perform an important role in their spouse's social life as tradition required (Goldman, 1976, p. 120). Officers' wives have long been expected to raise money for their husband's units, volunteering in various unpaid positions on post like ACS (Army Community Service) and filling the capacity of Family Support Group leaders for their husbands' units. The Family Support group assists families by preparing them for the soldier's deployment. The Family Support groups conduct crisis management and training on a frequent basis. Each battalion commander is mandated to fill this position with an active leader. The officer is evaluated on the performance of the person he or she selects. Often, the officer's wife fills this position and thus, carries out part of the officer's duties necessary to keep his unit running the way it should run.

Wives not only fill official positions of their military spouses; they are also expected to perform "an important role in [his] social life", as tradition requires (Goldman, 1976, p. 120). The Army desires to maintain a strong sense of community to keep families strong with the rigorous demands that a soldier's career may place on his family. This sense of togetherness is enforced by mandated social gatherings on a regular basis for soldiers and their wives. Usually, there are regular social gatherings for the entire family as well. Spouses

are expected to attend and even perhaps host these events. Spouses are often expected to contribute food dishes for family gatherings and even plan menus.

Roles such as those of Family Support group leaders and participation in social gatherings have been beneficial for the Army as an organization because of the constant family support created from the social interaction, along with the benefits of the official voluntary positions filled on post by many officers' wives. While the voluntary roles women fill aid the Army in maintaining a strong, family-like community, several issues related to women's roles and their level of satisfaction have many social scientists concerned for the military officer's spouse (Goldman, 1976. p. 130; Klein et al., 1988, p. 465). As more women are assuming full time careers of their own, military wives have questioned exactly what role they play in their husband's careers. Former Secretary of Defense Casper Weinberger has commented on the wife's involvement with her husband's career (Rosen, Ickovics and Moghadam, 1990, p. 372). He "moved to halt unfair negative evaluations of officers whose wives wished to pursue careers rather than participate in traditionally accepted volunteer activities".

It is apparent that the military officer's wife can be a valuable partner in his career. Several social scientists have noted this importance and commented on how much an Army officer's wife may affect his career. They also note the importance of this issue to the military. Fowlkes points out that men who are the most successful in their careers are those "whose wives have been active partners in their husband's professional careers throughout their marriage"

(Fowlkes, 1980, p. 2). While Fowlkes was not specifically referring to military officers' spouses, he was referring to those women who may be expected to support their husbands careers. Military officers' wives certainly are expected to support their husbands' careers. Papanek points out that a "wife who does not participate risks injuring her husband's career in much the same way that it is likely to be injured by a wife who drinks too much, talks too much, or has strong independent aspirations" (Papanek, 1973. p. 858). Goldman (1976, p. 119) has pointed out that the military is moving toward most of the personnel being married versus single. This results in many modern trends, such as more women in the workforce, infiltrating America's military families. She points out that in the past, many have left the military because of their wives' attitudes or desires (Goldman, 1976, p. 122).

The importance of this study is evident as it explores the wife's satisfaction and how it affects the husband's desire to stay in the military, his contributions to the military while he is an active member and his wife's well-being. The officer's wife may indeed be the most important person in an officer's life in more ways than providing volunteer work. Researchers indicate that "womens' attitudes at a given time would influence husbands' morale at a later time both directly and indirectly" (Rosen, Moghadam, Vatikus, 1990, p. 201). Those reenlistment attitudes of men are directly related to spousal satisfaction (Klein, Tatone, Lindsay, 1988). Clearly, several studies have shown that a military wife's level of satisfaction definitely has an effect on the husband's

decision to remain in the military (Klein, Tatone & Lindsay, 1988; Rosen, Ickovics, Moghadam, 1990; Westman & Etzion, 1995). These studies have identified variables which may affect women's marital /life satisfaction.

While several studies have examined the effects of the military lifestyle on wives, few have examined military officers' wives in great detail. While there is a limited number of studies on United States military officers' wives, studies with similar types of populations have been conducted. The following review of literature may provide further insight into this research question and provide implications that are more concrete for theoretical perspective. This study is exclusively on Army officers' wives. Current literature dealing with officers' wives is difficult to find. It is time to examine how military wives perceive their role and their level of satisfaction with that role. Social scientists have long recognized that wives' level of satisfaction affects their husbands' satisfaction with their jobs (Westman and Etzion, 1995, p. 165; Rosen, et al, 1990, p. 201). Since wives' influence their husbands career decisions, the Army should examine the critical area of the officer's wife.

This chapter defines military officers' wives in the context of this study by introducing several core concepts concerning career wives and the various roles they fill. The literature review for this study will then be developed. It focuses on the definition of a career wife in the context of this study, exploring existing literature, and ending with a summary.

Career Wife

Jans examines the impact of a husband's career on his wife with research examining the woman's identification to her husband's career. Jan's 1989 study examined wives of Australian military officers ranking from lieutenant to colonel. The wife's identification with her husband's career "is a function of the woman's assessment of her quality of family life, her sex role images or support for feminist values, her age and her husband's career involvement" (Jans, 1989). Jans empirical results indicated that 41% of all variance in the woman's identification to her husband's career was explained. This explanation of variance is exceptionally high. The variables which did affect the wife's identification with her husband's career were age, quality of family life, and husband's organizational commitment (Jans, 1989).

A wife's level of identification with her husband's career can be seen in much of the research around "career wives." Jans stated that a wife's involvement with her husband's career went beyond "mere participation in the overt role activities of work" and that psychological factors were involved. Hall (1971) concurs with this concept of psychological involvement. He points out in his 1971 study that while all people are different, a person's level of involvement in certain roles indicate how important that role is to her. Finch describes how wives expressed their involvement and feeling of membership into the occupation that their husband's chose. Referring to British Army wives Finch explains, " ... wives often referred to 'our' or even 'my' regiment, and encouraged

their daughters to marry within it" (Finch, 1983). The level of identification that these researchers reveal indicate how intensely a woman associates with her husband's career. It is evident that military wives are psychologically affected by the involvement required in their husband's careers. The work-family role also affects the military officer's wife.

Work-Family Role

The work-family role of the spouse of the military officer resembles the "sex-role image" from Jans (1989) research in "The Military Wife." In Jans' words, "A woman's sex-role image is her values regarding feminism, i.e., her advocacy of the general claims of women for a social role outside the home based roles of wife and mother" (Jans, 1989). In her study, which was previously discussed, Jans identified variables which predicted that women with a more traditional "sex-role image" may be more inclined to have high identification with her husband's career. Note the following vicarious statement from an Army wife to Jans:

I had to grow accustomed to the mantle of greatness which had been thrust upon me... To become a Colonel's Lady had never been among my ambitions in life . . . yet in the time the subaltern I married became a lieutenant colonel and I - his lady. Such is fame. (Jans, 1989)

Mortimer and London (1982) expand on the work-family role of the professional, single-provider family. They explain that in the professional/

managerial single provider family, the husband “provides economic support to the wife in exchange for her household duties, child care companionship and support” (Mortimer et al., 1982, p.25). This is very similar to the expectations of a blue-collar single provider family. However, the researchers add that in the professional/managerial single provider family, like that of the military officer, that the exchange often extends to the wife’s support of the husband’s career (Mortimer et al., 1977, p. 25). They continue to explain that there are clear expectations that the wife will engage in a range of activities whose manifest purpose is to enhance the husband’s career. The work-family role of the officer’s wife must mesh neatly with the officer’s role in order for all the commitments of the work-family role to be met.

Existing Literature

The role of the military officer’s wife was once considered a job in itself. In early research, there is literature, which reflects the once “normal” involvement of a wife in her husband’s career. Most of this literature prescribes how a wife should fill her duties as a career wife “properly.” There are even special handbooks that provide the new “employee” with the information that she needs to help her husband succeed. McDubben stated that “Many a West Point graduate reputedly presented his bride with a copy of the publication The Army Wife” (McDubben, et al., 1976). This “handbook” informs the “wives of service personnel [that they are] to initiate and take part in a panoply of social functions

and volunteer activities” (Segal, 1986, p. 15). Nancy Shea’s The Army Wife continues by explaining that it is a wife’s social obligation to take an active interest in the wives’ club on the post where her husband is stationed” (Segal, 1986, p. 16).

Many have suggested that the Army see military wives as a ‘bonus worker’. “The employer [i.e. the military] hires one person and receives two workers” (Levy, et al., 1991, p. 1307). Jans reports that this career of “wife of” requires the wife to be actively and/or psychologically involved in her [husband’s] work” (Jans, 1989, p. 339). She adds that “when a woman expresses a high level of psychological identification with the role of ‘wife of’, it is assumed that she is engaging a substantial part of her total identity in this role” (Jans, 1989, p. 339). Papanek has stated that armed forces, in particular, “develop their own version of the two-person career pattern among their employees” (Papanek, 1973, p. 96). From this she coined the concept of the “two-person single career” which is where a “combination of formal and informal institutional demands which is placed on both members of a married couple of whom only the man is employed by the institution...”(Papanek, 1973, p. 90). This is considered normative by military expectations of the past.

Strickland (1992) discusses this arrangement explaining that the “expectations associated with the career wife role are typically extensive.

She quotes Henry as reporting that even when organizations claim that contributions are 'voluntary, a matter of personal choice', career wives are expected to

actively subordinate themselves to the husband's work aims, or at the very least, not interfere with them. The key to an effective partnership... would in fact be the degree to which the wife actively aided the husband in that direction. That makes the wife a kind of high-class assistant bound by marriage rather than salary (Henry, 1967, p.27).

It is possible that these kinds of expectations have often resulted in conflict for families. The pressure placed on a spouse to perform certain duties for her spouses' career results in many stressors for the career wife.

Stressors

Existing literature that deals with career wives begins by recognizing the stresses related to this role. By examining the demands placed on the soldier, the kind of pressure the career wife is under will be clarified. The exhausting schedule of an Army officer results in an equally exhausting task for the spouse at home. Career wives, according to Strickland, are "subject to extensive role expectations relative to their husband's career" (Strickland, 1992, p. 798). Jans (1989, p.337) explains that "the 'wife of' is a member of a particular occupational group." The organization that employs her husband does not employ her, but they expect that she contribute to her husband's organization. She is expected

to participate in activities to support him, though she is not financially or otherwise compensated as he is. She can only be expected to be paid for her work “vicariously” through her husband’s income (Papanek, 1973, p. 100-101). With the military career, the man’s work clearly “imposes structures and constraints upon their wives’ lives, obliging wives to construct their own lives within the consequent limitations” (Finch, 1983, p.21).

Seidenberg (1973) reports that in the 1970s what became known as the “wife problem” erupted throughout the corporate world. Instead of executives’ wives gladly supporting their spouse’s organization, they basically began to resent this and halted much of their contributions to their spouse’s careers. The “organizations were left with less satisfied, less committed, and less productive executives and wives” (Strickland, 1992, p. 799).

This wife problem may have begun in the 1970s, but the movement has continued to the point that sociologists of the 1990s are continuing to see conflict in the area of the career wife. While more women are entering the workforce, some social scientists have suggested that the “traditional model of the military wife no longer fits the military lifestyle and will likely result in role ambiguity and conflict for the military wife” (Levy, Faulkner & Steffensmeier, 1991, p. 1307). According to recent research done by Martin and Ickovics (1987), the work-family role of the military officer’s wife may leave her with little freedom or flexibility in defining her role. The above paragraphs exemplify the demanding role placed on the officer’s wife. She must maintain the household, be primary provider for

the children, and may possibly juggle a career of her own, along with her husbands in addition to the many other chores that are assigned her by society. If she is employed, she may “experience conflict between the economic necessity for working and traditional expectations of military wives” (Levy, Faulkner, & Steffensmeier, 1991, p. 1308). This is all due to the rigorous demands placed on the soldier. Martin et al explains,

Soldiers face increasingly rigorous and physical demands. They commonly work 10 - 12 hour garrison duty days, and soldiers in combat arms units may spend as many as 150 to 175 days a year away from their homes and families because of military training exercise . . . These demands and resulting conflicts can put a strain on the soldier, his wife, and their marriage” (Martin et al, 1987).

The paragraph above clearly paints the picture of Army life for the officer and the family of the officer. With the military officer most probably being deployed frequently, the demand for a wife with a more traditional work-family role appears to be very important. It is without question that this role is very demanding on the wife of the officer, even if she has very traditional values.

With all of the stressors placed on military officers' wives, one might ask exactly how they might cope with these daily challenges. This portion of the literature review deals with several empirical studies that examine the factors that affect how a career wife fills her role in identifying with her husband's career and

employment. It also explores the social-psychological effects on the career wife based on how she fills her role while examining depressive symptomatology.

Helena Znaniecki Lopata (1966) in "The Life Cycle of the Social Role of the Housewife" explains that society, in general prefers that the biological mother of infants provide the round the clock care for them and explains how this demand on the mother, along with other demands of the common "housewife" can be extremely emotionally and psychologically demanding. The roles of the housewife demandingly and constantly change. Besides having the expectations and demands of the common housewife, the military officer's wife may have several other duties to fulfill. She is expected to fulfill certain social obligations while maintaining relationships with other officers' wives. A clear picture of the traditional military wife from history's pages reflects the obligation that the traditional military wife may be expected to fill.

"Traditional military wives were economically, legally and socially dependent on their husbands and had their social lives and relationships structured through incorporation in the institutional hierarchy defined by their husbands rank" (Levy, Faulkner & Steffensmeier, 1991, p.1307).

Employment

Due to all the constraints and demands placed on the military officer's wife because of her husband's career, even the aspect of her employment appears to be limited. There is concern for the woman who fills the lifestyle of "career wife."

Many may expect her to devote her time and energy to her husband's career while having other desires. She may desire a job outside of the military, but her husband may need her to be his family support group leader, or to carry out other necessary obligations. The data from much research have linked life satisfaction and employment. Many studies have confirmed that "employed women have better mental health and well being compared with women who are not employed"(Rosen, et al., 1990, p. 371). Women who are confined or limited by their husband's career may not have the option to seek employment and possibly have greater life satisfaction.

In a recent study, Levy, Faulkner, and Steffensmeier (1991) discovered that 70% of the population of primarily enlisted military wives were employed. While the military is viewing matters of employment, which affect wives' lives, conflict is obvious among the traditional roles expected of military wives and today's role for the modern wives. The fact that a former Secretary of Defense addressed this issue indicates that superiors are still rating officers on their wife's performance in addition to their own. What are military wives to do with these mixed messages? Perhaps the military is sending conflicting messages to military wives, who will be torn between what they want and what may be most beneficial to their husbands' careers. It is possible that this conflict affects womens' marital/life satisfaction. Wives may feel forced into fulfilling certain role expectations, while possibly wanting a different role from that which has been "issued" by the military.

The lifestyle of military officers' wives appears to be mapped out by the military and society, but there is concern for the wife who fulfills the lifestyle of "career wife." Some may expect her to devote her time and energy into her husband's career while having other desires. Several researchers have linked life satisfaction for women to employment. Many studies have found that "employed women have better mental health and well-being compared with women who are not employed" (Rosen, Ickovics & Moghadam, 1990, p.371).

Does the military tell wives that they should not have careers because this could affect their husband's career? A 1995 study completed by Westman and Etzion discusses the career options for the military officer's wife. It reveals that of the 40 people who responded 21 of them (roughly 50 %) were not working outside the home. The rest were "employed as teachers or clerks or were in the helping profession (Westman et al., 1995).

In this study, Westman et al. explains the frustration that exists in the educated wife of the military officer. In their sample, most of the wives had an education on par with their husbands. They explain that it can be assumed that these women may have had to settle for less.

[The wives may have had to] compromise when choosing to take traditional women's jobs. In other words, their job choice may have been determined, more than in other dual-career families, by the fact that they had husbands who were absorbed in very demanding and inflexible jobs

that prevented them from taking an equal share in the family tasks” (Westman et al, 1995).

A 1989 study reveals that “in many military families as in civilian families, both parents work”(Urasno et al, 1989). While this is primarily among enlisted soldiers, the employment rate for officers’ wives has increased as well. The required absences from “a few days to more than a year” that the officer may be gone could greatly affect the employment of his spouse. The authors continue to explain how this problem is compounded in relation to employment in situations where the “working mother must travel extensively as part of her job . . . relatively little attention has been given to this or to the common requirement of the military for the active duty mother to leave the family” (Uranso et al, 1989). If they are not working, military officers’ wives may experience less role satisfaction than employed counterparts despite role expectations. One author notes that “time spent employed and role fit satisfaction have been found to be significantly related to role satisfaction, which in turn, [is] significantly related to general well being” (Rosen, et. al., 1990, p. 371). Klein believes temperament and other factors play a huge role in life satisfaction, and reports that “securing employment (is) very important for some women” (Klein, Taton & Lindsay, 1988, p. 473).

It is clear that while this career of “wife of” may allow additional support for the husband, it may have a detrimental effect on the wife’s level of marital and life satisfaction, which in turn results in not being beneficial to the corporation by

which her husband is employed. Social scientists have long recognized that wives' level of satisfaction affects their husbands' satisfaction with their jobs (Westman and Etzion, 1995, p. 169; Rosen, et. al, 1990, p. 201). Studies have also observed that career wives frequently suffer from low self-esteem, depression, poor physical health, and addiction to alcohol and other drugs (Seidenberg, 1973). Segal concurs that the military lifestyle is indeed demanding. She explains that these demands were "integrated to make important contributions to personal well-being . . . during stressful times of military life" (Segal, 1986, p. 15). It is unfortunate, however, that this lifestyle may possibly have a detrimental affect on the wives of military officers, particularly as they are accountable for this responsibility without reimbursement from the military. While several of these above-mentioned "prescriptions do not carry the normative force they have had traditionally, most are still communicated and enforced through informal, interpersonal processes" (Segal, 1986, p. 16). We can conclude from this observation that the military still requires wives to carry on traditions not required of the "normal," modern wife.

Depressive Symptomatology

Are employed military officers' wives more satisfied and/or less depressed than those who are not employed? Research shows that employed women are more satisfied than their non-employed counterpart (Rosen, Ickovics, & Moghadam, 1990; Burke & Weir; 1976, p. 279). Those "military wives with a

good education and skills are apparently hesitant to limit themselves to traditional volunteer work when they can earn money in private enterprise” (Grossman, 1981, p. 61). If these educated women are encouraged to work only to support their spouses instead of working to earn their own money, it may result in depression. Another aspect of the military officer’s wife which deserves attention is the depressive symptomatology which may stem from many things, but definitely affect her marital/life satisfaction. The role of a military officer’s wife is stressful. Researchers have observed that with each move, military wives find they are “giving up friends, community, a sense of self worth and identity, close contact with relatives and often, a job or career possibilities” (Gaylord, 1984, p. 147). Many researchers feel that military-induced family separation contributes to the depression and stress felt by military wives. The periods of separation are more depressing and stressful in the military versus civilian separation often because of the “potential of [husbands] being deployed to hostile environments” (Black, 1993, p. 273). Obviously, stress and depressive symptoms may occur less often in certain age and ethnic groups with various levels of education (Wexler & McGrath, 1991, p. 518).

In their study of sixty wives of non-commissioned officers (NCO’s), Helen Klien, Carol Tatone and Noreen Lindsay point out that plans for the NCO to re-enlist is directly related to the wife’s level of satisfaction. This study will reveal if this is true of commissioned officers as well. A 1995 study by Mina Westman and Dalia Etzion surveyed one hundred and one randomly selected male, Israeli

military officers and their wives. Westman et al. investigated job stress, burnout, and coping resources of officers and their wives. They explain that an officer's wife is exposed to many "specific stressors" resulting from their husband's commitment to the military. They report that a career

officer's wife is exposed to the specific stressors arising from the nature of her husband's work, as well as to the social disruption caused by frequent relocation, periods of separation and the ever present threat of the possible consequences of training and combat (Westman et al, 1995).

The women presented high levels of burnout in the survey. What are the symptoms of burnout? ". . . feeling tired, weak, and run down . . . feeling depressed, trapped and hopeless . . . disillusioned and rejected" (Westman et al, 1995). These feelings clearly portray that which this study defines as depressive symptomatology. Their study also reveals that the research fully confirms that there is "a crossover effect of burnout from one spouse to the other . . . [This being the case] . . . even when each individual's own job stress and resistance resources are controlled for" (Westman et al, 1995). Black's (1993) article which examines military induced family separation, sheds more light on depressive symptoms of military wives in general. He confirms that

common subjective complaints of wives dealing with military induced separation include loneliness, lack of companionship, problems making decisions alone, lack of adequate social outlets, problems disciplining

children, problems handling finances and the feeling the military is unconcerned about their well-being (Black, 1993).

These symptoms fall into depressive symptomatology, as do symptoms described by a 1989 study by Uranso, Holloway, Jones, Rodriguez and Belenky. They describe many of the same symptoms in military families as they discuss psychiatric care in the military community. The many facets of stress that the military officer's wife must endure are overwhelming. Along with dealing with the stress of her husband's being away, she often becomes the supporter for the enlisted wives whose support is gone.

Separation, as mentioned above, plays a role in the roots of depressive symptoms in military wives, but may not be as much of a factor as "perceived support" from various significant others (Rosen & Moghadam, 1988, p.193). While comparing four different sources of support for military wives, only one was significant in alleviating depressive symptoms, which include loss of appetite, increased sleeping, increased appetite, etc. Of various types of social support, only support from military wives within the husband's unit was found to be significant (Rosen & Moghadam, 1988, p. 194). This study suggests that active involvement in the social groups formed especially for military wives are beneficial. This again places pressure on the military officer to keep an active Family Support Group. The officer's spouse is frequently delegated the responsibility of the Family Support Group.

Military officers' wives receive many conflicting messages. If they want to be involved in coffee groups for the support received or to benefit their spouse's career, they may have to sacrifice this support to pursue a career. In this study, traditional gender values will be examined to see if particular women are more satisfied with military lifestyle than others. Will women who have more traditional views about gender values be more satisfied with the military lifestyle than those who are less traditional? Farmer and Fyans (1976, p.394) state that dissonance results in those things that women want to do, but feel guilty about doing them because they think that they may hurt those they love. They may want to combine home and career but believe that they can't without hurting their relationship with their husband and the psychological well-being of their children.

Most of the research summarized in this section indicates depressive symptomatology of wives as being a very legitimate concern for the military. It is a goal of this thesis to confirm this theory. This study will examine those factors that affect wives' level of depression and predict greater satisfaction. It will also examine multiple independent, mediating, and dependent variables, which relate directly to the military wives' level of depression.

CHAPTER II

THEORETICAL PERSPECTIVE

An examination of structural role theory and symbolic interactionism is important to the study of military wives because it is necessary to understand exactly what expectations have been placed on the wife of the military officer-- and by whom they have been placed. Structural role theory examines various forms of expectations, which apply directly to this study.

Stryker and Statham explain that symbolic interactionism and role theory have long been combined by social psychologists. To oversimplify, they report that symbolic interactionism needs to address social structure.

Stryker and Statham explain that one of the most fundamental insights of social psychologists is “the proposition that social structure and person mutually constrain one another” (Stryker et al, 1985, 311). They report that the “common dependence on the concept of role” is what makes symbolic interactionism and structural role theory so integrative. They continue by stating that “role articulates social structure as conceptualized by role theory and the social person as conceptualized by symbolic interactionism” (Stryker et al, 1985, 313). After examining the strengths and weaknesses of both, the need for a

consolidated sociological theory appears obvious. The combination of the two is most appropriate for the complexity of the social situation of the military officer's wife. In order to appreciate the position of the military officer's wife, it is necessary to explore symbolic interactionism before delving into role theory.

Symbolic Interactionism

Symbolic interactionists, as their name implies, place enormous emphasis on the capacity of humans to create and use symbols. Humans have become, to a very great degree, liberated from instinctual and biological programming and thus must rely on their symbol-using powers to adapt and survive in the world (Turner, 1991, p. 392).

Turner's quotation above describes the core of symbolic interactionism. This theoretical perspective, however, has become much more complex than the few core statements above.

The development of the self has long fascinated symbolic interactionists who examine why people prefer certain roles to others. George Herbert Mead coined the idea of the "generalized other" where he describes a battle between the "I" reacting against the "me," thus forming the self. The "me" in Mead's theory is the "organized set of attitudes of others which one assumes himself" (Mead, 1962). The "I" is the self that does not take the role of the other. The "I" battles against the "me," trying to sort out what is expected of one's self. Through this interaction or the socialization process, the self is formed. He

explains that this is how persons can live together harmoniously by assuming certain, acceptable roles.

Mead meticulously examines the “core self,” concluding that “the capacity to take roles and mediate self images through a stable self-conception is what distinguishes the human organism” (Turner, 1991, p. 414). Erving Goffman explains that one accepts certain roles because we expect them to. He clearly regarded roles and careers as more than employment. Hall explains that Goffman viewed a career “as a lifelong sequence of role-related experiences” (Hall, 1976, p.2). Goffman exemplifies this by describing “actors which play certain roles” to meet or maintain one’s social status. In his famous work, Asylums, Goffman, using the “career-as-life” approach described the career of the mental patient (Goffman, 1961, p. 127).

Stryker and Statham explain that symbolic interactionism allows “actors” to “construct their lines of action individually and cooperatively” and “alter social conditions with their actions. Symbolic interactionism fails to “deal with stability in individual and social behavior” (Stryker, et al, 1985, p.313). Symbolic interactionism’s strength “lies in the analysis of socialization, personal organization and personal disorganization” (Stryker, et al, 1985, p. 313). It tends to ignore the incorporation of “social structural concepts.” This is why so many social scientists attempt to merge it with elements of role theory.

Symbolic interactionism encompasses basically two primary concepts about the self. One stems from the teaching of Herbert Blumer, the other from

Manford Kuhn. Blumer's thought is referred to as the "Chicago School" of symbolic interactionism, while Kuhn's is considered the 'Iowa School" of symbolic interactionism. Blumer basically assumes that humans are "active creators of the world to which they respond" (Turner, 1991, p. 393) and that patterns of human behavior are not always predictable due to the "spontaneity and indeterminacy of human behavior" (Turner, 1991, p. 393).

In contrast to Blumer's thought, Kuhn's thought is that humans are constrained by a certain set of attitudes that he refers to as their "core self." The "core self" provides stability and predictability. The core self fills different statuses or social positions. Turner reports that Iowa School interactionists (Kuhn) "are more prone to see individual personality and social organization as structured, with interactions being constrained by these structures" (Turner, 1991, p. 398). These two theories have "considerable disagreement over the degree of structure and stability in human personality" (Turner, 1991, p. 395). We will examine Army officers' wives using Blumer and Kuhn's thought. We will examine the social constraints and expectations that they face daily and incorporate structural role theory into the equation.

Structural Role Theory

Jonathon Turner states that "one of the most ambiguous concepts in sociology is 'role' " (Turner, 1991, p. 410). Role theory has been defined in various ways by social scientists. Turner believes that the diverse definitions of role should be viewed as a continuum. Role expectations can be seen through

actual behavior. "At one pole of this continuum individuals are seen as players in the theater, whereas at the other end, players are considered to be participants in a pickup game" (Turner, 1991, p. 410).

He continues to explain that when behavior is seen as if in a theater, it is "likely to be viewed as highly structured by script, director, other actors and the audience" (Turner, 1991, p. 410). On the other hand, when it is "conceptualized as a game interaction is more likely to be seen as less structured and influenced by a wide range of tactics available to participants".

Sheldon and Stryker are of the opinion that role theory has a very refined method of organizing behavior though lacking in the ability to consider different degrees of behavior.

Role theory's strength is its sophisticated conceptualization of a differentiated social structure within which action takes place and of the ways in which structure organizes social behavior. Its weakness is its relative inability to capture the varying degree to which social behavior is constructed under different structural circumstance and the ways in which constructed behavior can alter social structure (Sheldon, et al, 1985, p. 313).

This study focuses on examining a more structured view of role theory. Among structural role theory, there is a wide spectrum of what constitutes structural role theory. Status and position was mentioned while discussing

symbolic interactionism. These appear under structural role theory with the common thread of “role” merging these two theoretical perspectives.

In this study, several different variations of “role” will be examined due to the great effect that they have on the military officer’s wife. Structural role theory defines role as the “official expectation associated with any status.” Statuses are positions that persons hold. Linton referred to status as “. . . a collection of rights and duties” (Linton, 1936, p. 113). In other words, one’s status could be referred to as those behaviors linked to that position. For example, a person may hold the status of a “teacher.” Roles, which may be linked to this position, are grading papers, giving tests and holding parent conferences, etc.

Much emphasis is placed on “ways that individuals conform to what is expected of them” in structural role theory. Mead describes four steps involved in determining one’s role. First, the degree to which expectations have been internalized out of a need for structure must be examined. The second involves how the individual perceives positive and negative sanctions, which accompany their expectations. The next concerns the degree to which an individual uses expectations to evaluate themselves. The “extent to which expectations represent either interpretations of others’ actual responses or merely anticipation’s of their potential responses” (Turner, 1991, p. 414) is the final internal process.

Roles have also been defined as actual behaviors. According to Linton (1936), “a role represents the dynamic aspect of a status”. For our purposes,

“role” can be divided into two separate categories (a) what roles actually are and (b) what the wife thinks they are. Turner explains that “. . . for many positions, there are norms specifying just how an individual ought to behave” (Turner, 1991, p. 412). Role can also be defined as someone’s expectations of what they should be doing. A wife may define her role by referring to a reference group of the officer’s wife, like the Officers’ Spouses’ Club.

Role expectations of significant others may also define roles. This can also be divided into two separate categories (a) what the significant other (husband) actually expects and (b) what the wife thinks he expects. Turner states that someone may feel “expectations from others” to do certain things (Turner, 1991 p. 413).

Career as Role

While understanding the theoretical perspective of roles is vital to grasping the theoretical perspective of this project, the idea of the career is to be just as clear. A woman’s career constitutes much of her identity. This study also examines the role of “career.” Social scientists tend to differ on the definition of career, just as they do on the definition of role.

Jans echoes Erving Goffman’s conviction that “while career is usually associated with the world of paid employment, the idea is also applicable to other areas of life” (Jans, 1989, p. 338). In other words, Jans feels that employment is not the only way a woman can have a career. Hall reminds us that a career is a

lifelong sequence of role-related experiences. He adds, "the term could refer to the history of a person in any particular role or status, not just in a work role" (Hall, 1976, p. 3). Hall concurs with Jans and Goffman that a career can develop outside of a woman's working role.

Scanzoni (1978) differentiates between a "career" and a "job". He focuses primarily on employment as a form of a career, not recognizing that other areas of life may be a career for some. This study does not concur with Scanzoni's definition of career. While he shows that "more women would prefer to have careers than jobs," he only acknowledges paid work as a possibility of a career. (Scanzoni, 1978, p. 40). From his research we can conclude that many women want involvement, commitment and meaning in their lives as far as employment is concerned, but it is not concluded in this thesis that a woman cannot find a "career" outside of paid employment. On the contrary, this thesis may show that a woman may feel that the paid employment of her husband is, indeed, her career.

While social scientists differ in their definition of "career," all seem to concur that women need involvement and commitment to a cause. Being an officer's wife places an imposition on the career of a woman, unless she chooses this as her career. A woman "not only marries a man but also she marries his job, and from that point onwards will live out her life in the context of the job which she has married" (Finch, 1983, p. 1). Faver (1981, p.91) explains that women's roles as wives and mothers "are associated with limited career

achievement” and thinks that they constrain women. These constraints keep them from expressing their achievement due to being “bound” by so many other roles. Both Papanek (1973) and Jans (1989, p. 337-351) echo this thought as they explain what it means to be “career wives” or the “wife of” in this society.

Conceptualization of Variables

This study is based on the following definitions of variables.

Status: Social positions of the military officer’s wife, involving socio-economic status.

Roles: Behaviors linked to the position one holds.

Official Expectations: Expectations associated with one’s status. Divided into two separate categories (1) what the expectations actually are and (2) what the military officer’s wife thinks they are.

Actual Role: Also referred to as “actual behaviors,” this refers to what the military officer’s wife actually does based on a continuum of wife roles. The continuum ranges from a homemaker, who has no direct involvement in market production to an outside employee who contributes at least 40 hours per week in market production.

Military Officer’s Wife’s Expectations: What the military officer’s wife feels she should be doing.

Roles expectations of Significant Others: What significant others thinks someone should be doing. In this case, what the military officer or the superiors

of the military officer feel the military officer's wife should be doing. This can be divided into two separate categories of (1) what the expectations of the significant other are and (2) what the military officer's wife thinks they are.

Work/Family Role: The role of the military officer's wife ranging from non-involvement in her husband's career to vicarious achievement through her husband's career. The various roles of the continuum begin with the "homemaker" who works in the home full-time; the "background supporter" who supports her spouse's career from home by entertaining and secretarial duties; the "teamworker" who supports her spouse's career in a public, unpaid capacity; the "military employee" who is employed full-time by the military herself and lastly, the "outside employee" who works full-time for pay for another organization besides the Army.

Hypotheses

The many hypotheses associated predict role satisfaction, satisfaction as a career wife and life satisfaction which is predicted by measuring depressive symptomatology. The hypotheses of this with study are based on previous literature concerning career wives and the theoretical perspective of symbolic interactionist theory. This study examines the following hypotheses.

H₁: Education and involvement in market production are positively related.

H₂: Number of children and hours worked for pay is negatively related.

- H₃: Number of children and involvement in market production are negatively related.
- H₄: The age of the child is negatively related to wife's involvement in market production.
- H₅: Market production and hours worked for pay are positively related.
- H₆: Senior spouse's preference and wife's role preference are positively related.
- H₇: Role disparity and role satisfaction are negatively related.
- H₈: Role satisfaction and satisfaction as an officer's wife are positively related.
- H₉: Depressive symptomatology and role satisfaction are negatively related, the more role satisfaction the less the depression.
- H₁₀: Participation in market production is negatively related to role satisfaction.
- H₁₁: Satisfaction as an officer's wife is negatively related to depressive symptomatology.
- H₁₂: Education is directly related to participation in market production.
- H₁₃: Rank is negatively related to involvement in market production, the higher the rank, the less involvement in market production.
- H₁₄: Women with multiple roles are more satisfied than those without multiple roles.

Note that this study will control for the following demographic variables; age, child rearing responsibilities, race, education, and husband's rank. Child rearing responsibilities, along with the number and age of children affect a

woman's priorities and focus. Age is important because it has been found to be linked to depression. Rank is important to this study due to the differences between expectations of rank in the military.

Summary

The goal of this research is to discover what significant independent variables contribute to the central dependent variable of women's satisfaction as military officers' wives. Those variables, which will be of primary examination, will be those of market production or work-family roles, satisfaction as an officer's wife, satisfaction with current role and the measure of the wife's depressive symptomatology. The mediating variable of depression is indirectly affected by the independent variables and directly affects the dependent variables of satisfaction as an officer's wife and role satisfaction. The major dependent variable for this thesis topic is level of depression. It is hypothesized that the disparity between actual and preferred role will predict satisfaction among officers' wives.

While many studies have examined military wives, few have focused exclusively on military officers' wives. Since the studies that have been done on officers' wives are older and need to be updated, this study is very necessary and timely. The contribution that this study may make to the military may alter their expectations of soldiers and their wives. It will also provide our nation with

more information about this elite group of women that may affect the military arena more than we ever imagined.

CHAPTER III

RESEARCH DESIGN

This chapter examines the research design for this study. It describes the methods used to obtain all data and sampling procedures. A description of the samples and the instrument used in quantitative data collection is also included. It will also contain a brief description of independent, dependent and mediating variables. Operationalization of variables and a summary will conclude this chapter.

Methodology

Questionnaire

Quantitative data was collected using a questionnaire composed by the researcher. This four-page survey was developed to test the hypotheses of this study. The questionnaire is attached in Appendix 1. The questionnaire was distributed by the Chief of Quality of Life to Senior Officer's wives sponsoring coffees at their home during the months during Fall Quarter 1998. The wives were to distribute the questionnaires at coffees then return them to the Chief afterwards. There was an extremely low response rate. Of the 450 questionnaires, distributed, very few were returned to the Chief of Quality of Life on post. They were never returned to the researcher. Perhaps the

questionnaire appeared to be threatening. Due to this poor response rate, it was decided that individual interviews would be conducted among military officers' wives.

In the process of an interview, another date was scheduled to distribute the questionnaires at a military officers' spouses luncheon. This distribution was to take place Thursday, April 9, 1998. A forceful tornado devastated the post early this morning, leaving many buildings without roofs. This tornado resulted in casualties, fires, and overall devastation. The officials at Fort Stewart closed the post, not allowing traffic in or out of Fort Stewart. The officers' wives luncheon was canceled. The building where the meeting was to be held had been damaged.

The officers' wives opted not to reschedule the April meeting, but decided simply to assist in repairing the damage on post. The next meeting was scheduled Thursday, May 14, 1998. The questionnaires were distributed at this meeting. The questionnaire was distributed at the May 14th meeting with success. An estimated 40% to 50% of women in attendance completed the survey. It was concluded that the first estimates of attendance at the meetings were grossly overrated as this proved to be one of the bigger luncheons and about thirty spouses completed the surveys. Approximately 31 additional questionnaires were distributed to wives at the meeting who had coffees within the upcoming week. They agreed to distribute them to wives who had not completed a questionnaire and mail them back to the researcher. A large, gold

stamped envelope was given to the wives to put completed questionnaires in to mail to researcher after other wives completed them. Only blank questionnaires were returned with the explanation that the meetings got “so busy” they wives forgot to distribute them for completion. Because of the low response rate, it was decided that in addition to the questionnaires, eight interviews would be completed obtain a more accurate understanding of the data collected.

Sampling

In the first attempt at distribution of the survey, The Chief of Quality of Life Services on post, Ms. Roxie Parrish forwarded the questionnaire to the Judge Advocate General's (JAG) office for approval. After about 10 months, the approval from JAG was given. The Chief distributed 20 - 25 questionnaires to each Brigade Main Subordinate Command and each battalion support group. The questionnaires were distributed at structured meetings and returned to Quality of Life Services on post by the next month. This survey was administered to various military spouses, those living on and off post. As was mentioned previously, the response rate was very poor. A letter was available to each questionnaire respondent. It was signed by the researcher and the thesis director to explain the study to each perspective participant. The questionnaires took approximately 10 to 15 minutes to complete.

The sampling frame consisted of the Officers' Spouses' Club on post at Fort Stewart, Georgia. This homogenous group of the respondents ranged in

age from 27 to 53. The mean age was 35 years (s.d. 5.7). The median age and the mode were 36. There were 30 female respondents. About 97% were white, with 3% being African-American. The years as an officer's wife ranged from 1 to 28 years. The mean number of years as an officer's wife was 10.4 years (s.d. 6.3). The median years as wife were 10 with the mode being 14. The respondents spouses rank ranged from that of a Warrant Officer to Colonel. Most of them are considered junior officers' spouses. 15.6% of the respondents were married to Warrant Officers, 9.4% to 1st Lieutenants, 31.3% to Captains, 18.8% to Majors, 15.6% to Lt. Colonels and 6.3% to Colonels. No 2nd Lieutenant's, Major General's or Brigadier General's spouses completed a survey.

While 19.4% of the respondents had no children, 25.8% had one child, 35.5% had two, 16.1% had three and 3.2% had four children living with them at least six months out of the year. The age of the children ranged from newborn to 13 years of age. This group's educational level ranged from possessing a high school degree to graduate or professional school. 9.4% of the women had high school degrees, while 31.3 % had some college. 46.9% of the women were college graduates, leaving 9.4% of the women having some graduate school under their belts.

This sample was not a random sample and the results of the study are impossible to generalize among all officers' spouses. One aim of this study is to try to get a sample that reflected military officers wives. Some groups of military

officers' spouses may not be represented as the questionnaire was distributed during a luncheon taking place on a Thursday. The goal of this study, however, is to examine the two major hypotheses from this study which deal with multiple roles, satisfaction and congruity between expectations. This exploratory or pilot study is appropriate for theory testing and provides reliable insight for the two major hypotheses.

The Instrument

The questionnaire instrument is composed of new and standardized measures. While every factor related to wives' level of satisfaction is not being examined, the role disparity, which could exist between actual and desired roles, may reveal the wives' level of depression. The depression scale which has been utilized is taken from the General Social Survey. It has been proven reliable in measuring levels of depression. A copy of the questionnaire is included in the Appendix .

Operationalization of Variables

The purpose of this study is to examine satisfaction of the military officer's wife with her interpretation of the role of the officer's wife and her actual work-family role, along with any disparity, which may exist. This study focuses on how these various definitions of role affect the Army Officer's Wives at Ft. Stewart, GA. Table 3 reveals all the variables included in this study, along with the

corresponding questionnaire and interview items which measure them. Table 4 is a causal model of significant findings. This model indicates which variables affect others significantly. The independent variables consisted of necessary basic demographic information. A frequency table of demographic information is provided. Role preference of the respondent, the respondent's spouse, the senior officers and the senior officer's spouses are also vital independent variables. The respondent's opinion of her "best role" was also explored. Other independent variables included job status, hours worked for pay and hours contributed towards husband's career weekly. Important mediating variables are the actual role the wife fills, along with her satisfaction in that role and her satisfaction as an officer's wife. These roles may affect the independent variables, but may also be affected by the dependent variable of depression. Depression is the dependent variable.

Dependent Variables

Part B examines the general life satisfaction of the military officer's wife. This entire section measures the dependent variable of depressive symptomatology. The depression scale, which is utilized, is taken directly from the General Social Survey. It is called the CES-D Scale. It has been used with the general population for diagnosis of depression. It has been proven reliable in measuring levels of depression. It contains twenty questions. Some of the questions are reversed scored. The scores range on a scale from zero to sixty

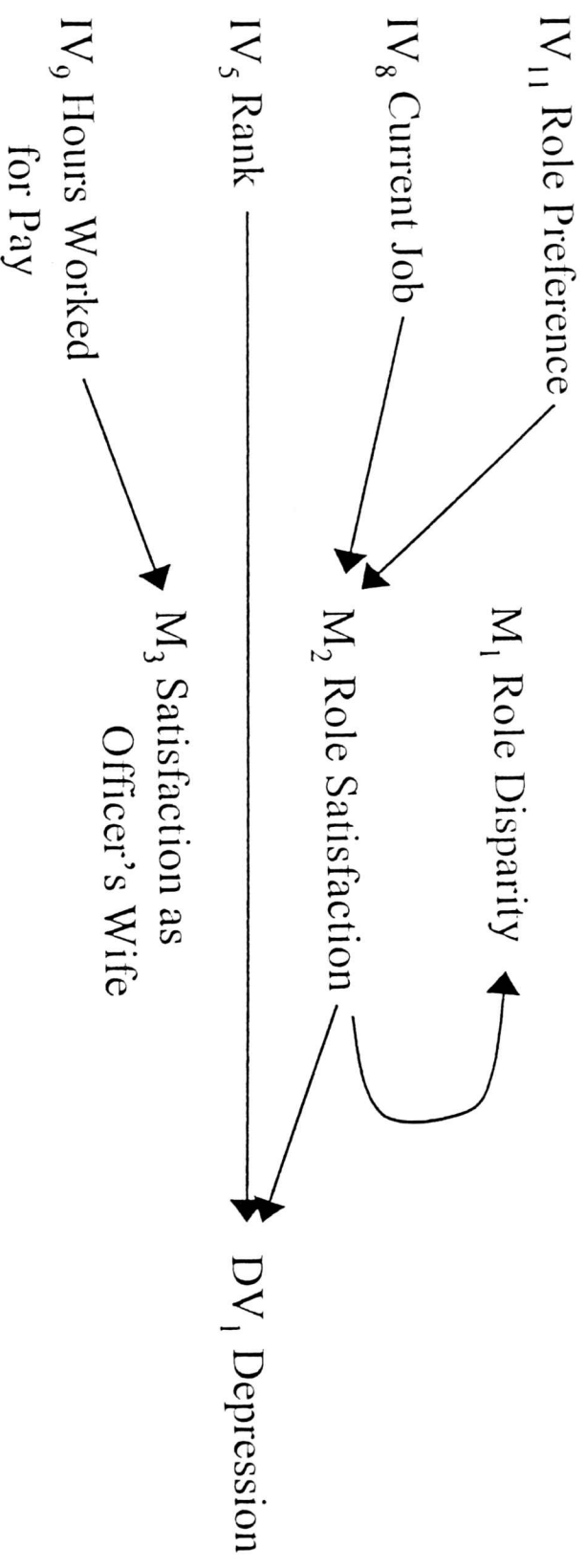
(0-60). Any score of sixteen (16) or greater is a significant indicator of a person having characteristics of clinical depression. Missing values were coded (9).

Table 2: Operationalization of Variables

VARIABLE	QUESTIONNAIRE	INTERVIEW ITEM
Current Role	A-1, D-1, D-2	8
Sr. Officer's Preference	A-2	5
Spouse's Preference	A-3	4
Best Role	A-5	
Role Preferred	A-7	6
Role Satisfaction	A-8	
Satisfaction as Officer's Wife	A-9, D-1, D-2	1,2
Current Job	A-10	8
Hours worked for Pay	A-11	
Hours contributed to Army	A-12	4,5
Depression	B-1 through B-20, D-1	2,7
Age	C-1	
Sex	C-2	
Race	C-3	
Education	C-4	
#Children	C-5	
Youngest Child	C-5	
Years as Officer's Wife	C-6	
Rank	C-7	

This questionnaire also gives the respondent the opportunity to answer open-ended questions in order to obtain some responses that can enhance the statistical information gathered above. The respondent is asked two open-ended questions which appear below. "What do you consider the greatest stresses of the Work-Family Role you fill at this time in your life as a military wife?" and "What do you consider the greatest benefits of the Work-Family Role you fill at this time in your life as a military wife?"

Table 3: Causal Model of Significant Findings



Independent Variables

Basic demographic information involved in this study composes a portion of the Independent variables. They are (1) age, (2) race, (3) education, (4) years as officer's wife, (5) spouse's rank, (6) number of children, (7) age of youngest child.

Age

Question 1 in Part C of the questionnaire asks the respondent to complete the question "In what year were you born?" Responses were coded using the actual age of the respondents.

Race

Question 3 in Part C of the questionnaire asks the respondent "What race/ethnicity do you consider yourself?" Responses included "African-American/Black," "Caucasian/White" and "Other, Please write in _____". No responses were received for "Other." Responses were coded "African-American/Black" (1), "Caucasian/White" (2), and "Other"(3). 9 was used as a missing value.

Education

Question 4 in Part C asked that respondents "Please check your highest level of education." Responses included "less than high school degree," "high school degree," "some college," "4-year college degree," and "any graduate

school or professional school (e.g. medical/law school)". Responses were coded to concur with A.H. Hollingshead index of social position to determine educational attainment. The responses were coded as follows: "less than high school degree" (3), "high school degree" (4), "some college" (5), "4-year college degree" (6), "any graduate/professional school (e.g. medical/law school)" (6). The number "9" was used as a missing value.

Years as an Officer's Wife

Question 6 of Part C asked respondents "For how many years have you filled the role of a military officer's spouse? Write in ___ years." Responses were coded using the actual values given by the respondents. If years married to officer was given in 1/2's the response was rounded up. For example, if a respondent put 5 1/2 years as married, it was coded as 6 years married. The number "99" was used as a missing value.

Spouses' Rank

Question 7 of Part C asks the respondent "What is your spouse's rank?" Responses were as follows "WO," "2LT," "1LT," "CPT," "MAJ," "LTC," "COL," "MG," and "BG." Responses were coded "WO" (1), "2LT" (2), "1LT" (3), "CPT" (4), "MAJ" (5), "LTC" (6), "COL" (7), "MG" (8), "BG" (9). The number "99" was used as a missing value.

Number of Children

Question 5 of Part C asks the respondents “Please list the ages of any children who may live with you 6 months out of the year. Write in ages _____.”

Responses were coded using the actual number of children listed.

Age of Children

Question 5 of Part C asks the respondents “Please list the ages of any children who may live with you 6 months out of the year. Write in ages _____.”

Responses were coded using the age listed on the questionnaire. Ages were rounded up if given in 1/2's. For example, a child listed over the age of “6 months” would be coded as a 1-year-old. A child listed as 3 1/2 would be coded as a 4 year-old. If respondent had no children, the ages listed were coded as “99” to represent missing value.

Job Status

Question 10 of Part A asks the respondent “If currently employed for pay, please describe your title and major responsibilities.” Responses were coded using the Summary of Scale Positions for Occupation developed by A.H. Hollingshead, which measures occupations in basically seven different categories. Unskilled employees: Students, homemakers and unemployed were coded as (1), Semi-skilled workers: (2), Skilled manual employees: Policemen, hair stylists were coded (3), Clerical and Sales Workers: bank clerks, teachers' aides were coded as (4), Minor Professionals: Private Secretaries, Sales

representatives were coded as (5), Lesser Professionals: Accountants, teachers were coded as (6) and Major Professionals: lawyers, doctors and university professors were coded as (7). “Self employed” and missing values were coded (9).

Hours Worked for Pay

Question 11 of Part A asks the respondent “During the typical week, how many hours do you work for pay?” Responses were coded using the actual answer of the respondent. Missing values were coded (99).

Hours Contributed to Army

Question 12 of Part A asks the respondent “During the typical week, how many hours do you make direct contributions to your spouse’s career?” Responses were coded using the actual amount given by the respondent. If a range was given, it was averaged and rounded up at .5. For example, if a respondent stated they contributed 5 to 10 hours per week on their husband’s career, this would be added together and divided by 2 and then rounded up to 8. Missing values were coded (99). Many of the variables are supported by direct questions appearing on the questionnaire.

Work-Family Roles

“Work-Family roles” are supported by the items measured in Part A. The respondent is given the opportunity to select the description that best describes

her present role. Responses and coding were “Homemaker” (1); “Background Supporter” (2); “Teamworker” (3); “Military Employee”(4); “Outside Employee”(5); or “No Preference”(6). Disregarding selection 6, the lower number shows greater support of the husband in his military career. The “Homemaker” stays at home and her husband is a military officer. The “Background Supporter” supports her husband’s military career primarily from the home by entertaining, etc. The “Teamworker” actively supports her husband’s military career in a public, unpaid, voluntary capacity. She may be a family support leader, work at Army Community Services as a volunteer, etc. The “Military Employee” is also employed by the military and her husband is a military officer. The “Outside Employee” is employed by an organization other than the military. The respondent may also select “NP.” This selection would imply that she does not feel that this role statement fits her situation at this time. Missing values were coded (9).

Respondent’s Preferred Role

Question 7 of Part A asks the respondent to select the role that best describes the statement “At this time of my life, I prefer to fill this work-family role.” Responses were coded using the coding system mentioned above.

Spouse’s Preference

Question 4 of Part A asks the respondent to select the role that best describes the statement “To the best of my knowledge, my spouse prefers that I

fill this organizational role.” Responses were coded using the coding system mentioned above.

Senior Officers’ Preference

Question 2 of Part A asks the respondent to select the role that best describes the statement “To the best of my knowledge, my spouse’s senior officers prefer that fulfill this organizational role.” Responses were coded using the coding system mentioned above.

Senior Officers’ Spouses’ Preference

Question 3 of Part A asks the respondent to select the role that best describes the statement “To the best of my knowledge, the senior officers’ spouses prefer that I fulfill this organizational role.” Responses were coded using the coding system mentioned above.

Best Role

Question 5 of Part A asks the respondent to select the role that best describes the statement “I think that officers’ spouses make the greatest contribution to their spouse’s careers if they fill this role.” Responses were coded using the coding system mentioned above.

Mediating Variables

Actual Role

Question 1 of Part A asks the respondent to select the role that best describes the statement “I currently fill this work-family role.” Responses were coded using the coding system described above.

Satisfaction in Actual role

Question 8 of Part A asks the respondent “How satisfied are you filling the organizational role you selected in response to Question 1 above?” Responses were coded “Very dissatisfied” (1), “Moderately dissatisfied” (2), “Somewhat dissatisfied” (3), “Neutral” (4), “Somewhat satisfied” (5), “Moderately satisfied” (6), “Very satisfied” (7). Missing values were coded (9).

Satisfaction as an Officer’s Wife

Question 9 of Part A asks the respondent “At this time in your life, how satisfied are you with being a military officer’s spouse?” Responses were coded exactly the same as the question listed above.

Institutional Review Board

This study will be submitted to the Review Board of Georgia Southern University for prior approval before it is administered. It will not be administered until approval is received.

Data Analysis

Quantitative Information

All questionnaire responses were coded and interpreted via the computer utilizing the SPSS statistical software package. Below is a description of the analyses that will be conducted.

- (1) Descriptive statistics for independent and dependent variables.
- (2) Intercorrelation between independent and dependent variables.
- (3) Multiple regression between independent and dependent variables.

Qualitative Information

For Qualitative information, interviews were tape recorded while researcher also jotted down interesting points. The interviews were then transcribed and typed out in totality by the researcher. Responses applicable to the primary variables of this thesis were coded by identification number onto a topic outline designed to organize open-ended responses. The two discussion questions at the end of each questionnaire were also coded in this manner for accurate data collection of qualitative information.

Table 4: Characteristics of Officers' Wives Completing Questionnaire**(N = 32)**

Variable	Categories	% (n)
Age	20-30	16.1%
	30-40	67.9%
	Over 40	16.0%
Race	African-American	3.2%
	White	96.8%
Education	High School Degree	9.7%
	Some College	32.3%
	4 Year Degree	48.4%
	Graduate/ Professional School	9.7%
Years as Officer's Wife	1-5	25.9%
	6-10	29.2%
	11-15	35.6%
	16 and over	9.7%
Spouse's Rank	Warrant Officer	16.1%
	1 st Lieutenant	9.7%
	Captain	32.3%
	Major	19.4%
	Lt. Colonel	16.1%
	Colonel	6.5%
Number of Children	None	19.4%
	1	25.8%
	2	35.5%
	3	16.1%
	4	3.2%
Age of Youngest Child	0-5	60.0%
	6 and up	40.0%
Current Job	Unskilled/Homemaker	69.2%
	Clerical/Sales	19.2%
	Lesser Professional	11.5%
Hours worked for Pay	0	52.0%
	10-19	16.0%
	20-40	32.0%

The interviews conducted for this research were done so voluntarily by officers' spouses who had completed questionnaires in the Fall 1998 distribution. They agreed to give the Chief of Quality on Life permission to release their telephone numbers in order to be contacted by the researcher. Eight women signed written consent to be tape-recorded during in-depth interviews conducted and directed by the researcher. The interviewees' responses were collected under "code names" so as to protect the identity of the interviewees. Their real names are known only by the researcher. An interview schedule consisting of open-ended questions devised by the interviewer and approved by the thesis committee before interviews were conducted appears in the Appendix of this paper. A brief description of the eight wives interviewed follows.

Brief Description of Eight Wives Interviewed

1. "Abby": Abby is in her late 30's. Her spouse is a junior grade officer. He has been in the Army over 10 years and was previously enlisted. She has some college and is a homemaker. She considers her work-family role to be that of a "teamworker."

2. "Bernadette": Bernadette is in her early 30's. Her spouse is a junior grade officer. He has been in the Army over 5 years. She has some college education and works outside the home part-time. She considers her work-family role to be a "teamworker."

3. "Collette": Collette is in her early 30's. Her husband is also a junior grade officer who has been in the Army about 5 years. She is college educated and is pursuing her graduate degree. She also works part-time for pay. She considers her primary work-family role to be that of an outside employee although she contributes time towards her spouse's career weekly.

4. "Danette": Danette is in her late 30's. She is the wife of a junior grade officer who was previously enlisted for over 10 years. She has some college and considers her work/family role to be that of a background supporter for her husband's career.

5. "Evita": Evita is in her late 20's. She has been the wife of a junior grade officer for 2 years. She is college educated and works outside the home full-time for pay. Although she works full-time, she sees herself primarily as a background supporter of her husband's career.

6. "Fran": Fran is in her mid 30's. She has been married over 5 years to a junior grade officer and is college educated. She does not work outside the home for pay and considers herself primarily to be a background supporter to her husband's career.

7. "Gabby": Gabby is in her 30's. She is college educated and has been married to a junior grade officer for 4 years. She has always worked outside her home full-time for pay until the recent birth of a new child. She considers herself to be a background supporter of her husband's career and volunteers on a weekly basis.

8. "Heather": Heather is the mother of a new infant and is in her late 20's. She has been married 4 years to a junior grade officer and has some

college education. Presently, she considers herself to be a homemaker. She estimates volunteering 1-2 hours per week.

Operationalization of Variables

A copy of the interview schedule utilized in the interviews appears in the appendix. Question 1 asks the interviewee “Tell me what is good about being an Army officer’s wife.” Question 2 asks “Tell me what is not so good about being an Army officer’s wife.” Both of these open-ended question measure the variable of satisfaction as an officer’s wife. Question 3 “How important do you feel it is for you to have a good relationship with senior officers’ wives?” Question 4 “Tell me what role your husband wants you to fill as far as his career is concerned.” Question 5 “Tell me what role the Senior officers and their spouses want you to fill as far as your husband’s career is concerned.” Examines satisfaction as an officer’s wife. Question 6 “What role would you like to fill as far as your husband’s career is concerned?” evaluates the wife’s level of satisfaction in her work-family role. Question 7 “According to previous research, many ‘wives of’ are often depressed. Do you have any insight as to why this might be so?” measure the wife’s level of depression. Question 8 asks, “Weigh out the greatest stresses and the greatest benefits of the work-family role that you fill now.” It also examines the satisfaction with the actual role the respondent is filling presently. Question 9 “Do you have any insight you could share as to why there was such a low response rate on the 450 questionnaires that were

distributed?” explores the reasons why officers’ wives chose not to complete the questionnaire.

Summary

The information for this study was collected via self-administered questionnaires which were completed by a random sample of the population of military officers’ spouses’ at an officers’ spouses’ luncheon Spring quarter 1998. The questionnaire, as stated previously, consisted of standard and newly developed open and closed-ended items that took 10 to 15 minutes to complete. The third attempt for distribution was made at the luncheon on May 14, 1998. The researcher set up a table outside of the main dining room with the questionnaire and pencils available to spouses. Private spaces to complete the survey were also provided. Information for this study was also gathered via in-depth interviews with eight military officer’s wives. The interview process was described earlier. The primary dependent variable in this study is that of depression. The mediating variables were satisfaction with work-family role, the actual role the respondent was filling and satisfaction as an officer’s wife. The primary independent variables were role preference, employment status, and several other secondary independent variables.

CHAPTER IV

FINDINGS

This chapter provides information gathered from a univariate analysis for independent and dependent variables, multiple regression analysis and Pearson's correlation between independent and dependent variables as far as quantitative data is concerned. It also presents information gathered from qualitative data analysis, which will also be discussed in the final chapter.

Univariate Analysis

The three mediating variables examined are (1) the actual role the wife fills presently, (2) her satisfaction in her role and (3) her satisfaction as an officer's wife.

Actual Role

Thirty percent of the respondents state that their current role is that of a homemaker. Twenty-three percent state that they are background supporters of their husband's careers, with 33.3% reporting that they are teamworkers with their husband in his career. Thirteen percent of the respondents report that they

are outside employees who work full-time and are financially compensated for their employment.

Role Satisfaction

Six and one-half percent of the respondents report being very dissatisfied in their current role, with 3.2 being somewhat dissatisfied. Another 6.5% were neutral, with another 6.5% being somewhat satisfied in their present role. About 25.8% were moderately satisfied in their role and over one-half of the respondents report being very satisfied in their current role (51.6%). The majority of the respondents was very satisfied in their roles and primarily attributed the satisfaction to things like, "being able to stay at home with my children." Most consider their husband's salaries ample to support them if they do not work and for those who work, they primarily attribute their role satisfaction to the sense of identity and independence it gives them. "Collette" states that she likes "having a career because of my own self-efficacy, my own self-esteem and my own desires."

Satisfaction as an Officer's Wife

Almost thirteen percent of the respondents are very dissatisfied as officers' wives. Approximately 9.7% report being moderately dissatisfied with 6.5% being somewhat dissatisfied. While 3.2% were neutral., 19.4% were moderately satisfied as officers' wives and 48.4% were very satisfied. One very dissatisfied respondent who works full time outside the home for pay stated that

“the government and our Army department do not care for family values anymore”. She complains that they are cutting troops too thin. Many spouses considered the greatest stress to be the deployment of the officers and the time the officer had to spend away from home. The term “single parent” was used frequently when stresses of the military officers’ spouses’ lifestyle was brought up. Many of the satisfied respondents attributed satisfaction to the relationship they have with other military families and the opportunity to travel and meet new people.

Career Satisfaction

Bivariate analysis were run on the current role and the role preferred presently in order to compare the amount of disparity between the present role the respondent holds and the role that they presently prefer. Scores were calculated based on actual and preferred role. The absolute value of the role preferred minus the role filled is the amount of role disparity. The scale for disparity ranges from zero (0) to four (4). A score of zero (0) represent no disparity, while four (4) represents the most disparity. Of the five role categories of only four role categories were crosstabulated because none of the respondents were military employees. Of those women who preferred the role of homemaker, 87.5% filled that role. Sixty-four percent of the respondents who preferred the role of background supporter filled that role. One-hundred percent of those who prefer the role of teamworker filled that role. Approximately 75.0% of those who desired to be outside employees filled that role.

Life Satisfaction

The dependent variable used in this study is that of depression. The CES-D depression scale was used to measure depression in the respondents. The scores on the depression scale ranged from 9 to 43, out of a possible range of 0-60. The median score was 16 with a mean score of 17.7 (s.d. 4.6). Please note that a score of sixteen (16) or above is a significant indicator of a person having characteristics of clinical depression. About 53% of the women scored a 16 or below. The most frequently occurring score or mode was that of twelve (12) which occurred in about 19% of the women. The rest of the sample scored primarily between seventeen (17) and forty-three (43).. Several others stated that the wives did not establish their own "identity" or that they had too many demands and expectations placed on them by others. "Collette" stated that many of the women are depressed because "they feel like their lives are put on hold because of their husbands' pursuing a career that is very demanding." "Heather" feels that wives are often depressed because their husbands are not there. She explains that "when you get married, it is a partnership and you expect to see your husband on a regular basis and when he's gone for months on end, you don't have that companionship." "Fran" stated that "everything is taken away from them...their identity is taken away from them." A common thread among the respondents was the feeling that loneliness was a primary contributing factor in the depression of the military officer's wife

Independent Variables

Current Job Status

Over one-half of the women interviewed (roughly 69%) were considered “unskilled”. The majority of these "unskilled" women were homemakers with children. About 19% were involved in sales or clerical work, with the remaining 11% being lesser professionals.

Hours Worked for Pay

Sixteen percent of the respondents worked 40 hours per week in a paid capacity, while 4% worked 25 hours per week for pay. Twenty-eight percent of the respondents worked anywhere from 10 to 20 hours per week in a paid capacity, while 52% of the women did not work for pay at all.

Hours Contributed to Husband's Career

Three and one-half percent of respondents reported that they contributed no hours to their husband's careers, 21.4% reported that they contributed 2-4 hours per week. Almost 18% of the respondents reported that they contribute at least 5 hours per week to their husband's career. Over 17% state that they contribute around 7 to 8 hours per week, with 25% stating that they contribute 10 hours per week to their husband's career. The remaining 14.4% reported that they contributed between 13 and 80 hours per week to their husband's career. There were several ways that the spouses reported that they contributed to their

husband's careers. Several of the wives whose husbands are now commanders report that they are going to be the Family Support Group leaders. Every officer is rated for his or her family support group program and, apparently, most spouses are considered to be first preference for this job. For example, "Bernadette" commented concerning her husband, "When he is in command, he will want me to run the family support group and he will expect it to be run very well." "Collette" informed the interviewer that "...generally the Family Support Group is supposed to be managed by the spouse of the commander." "Evita" intends on taking over the Family Support Group when her husband takes command next month, and "Fran" is already responsible for the Family Support Group of her husband's command.

Many of the respondents volunteer as a form of contributing to their husband's career. They attend coffees, volunteer on post and do a lot of informal cooking and hospitality practices that they consider to be a part of their job description. One respondent reported that she sends food out to the "field" when her husband and his men are deployed. She explains, "He likes me to be supportive of him in his leadership role... when I send food, cookies or pizza out there". One wife talks about cooking for her spouse's "men" when she has a break from school. She states, "I might make a big pot of sausage and peppers and bring it up there with hoagies for the guys--he (her husband) likes that." The respondents also report contributing in car washes, bake sales and attending formal and informal social functions with their spouses.

Role Preference

For such a homogenous group, the role preferred presently was basically evenly distributed among homemaker, background supporter, and teamworker and outside employee. Roughly 27% consider themselves full-time homemakers, 37.9 % report that their primary role is to support their husband's career by having coffees, entertaining and carrying out secretarial duties. Approximately 20.7% responded to being teamworkers. They basically feel the role that they are presently filling supports their husband's career in a public, unpaid capacity. About 13.8% were employed full-time by an outside organization other than the Army. There were no respondents who were employed full-time by the military in a paid position. Of those who consider themselves homemakers, 87.5% prefer to be in that role. About 63.6% of those who are background supporters prefer to be in that role. One-hundred percent of those who are teamworkers prefer to fill that role. Seventy-five percent of those who are outside employees report that they prefer to be in that role.

“Abby,” a respondent who considers herself to be a teamworker reports that she is very satisfied with the flexibility of her work-family role. She says, “It’s great!... I have a blast! ...it’s like being a kid, I can do what I want.” She reports that all the volunteering activities that she does only enhance her life and she must keep “tabs” on herself to balance all the many things that she wants to do with her responsibilities at home. A respondent who considers herself a homemaker feels as if there are many demands on her due to the expectations

the Army has for her husband. She states that one of the greatest stresses of being a homemaker is the “lack of reliability from [her] husband, he is unable to commit to his role as husband, father, homeowner, dog owner, etc. He is not home... His boss and the bureaucrat Army expect his job to be 150% of his life with no room for us, his family. The old saying ‘If the Army had wanted you to have a wife, they would have issued you one’.

“Evita,” an outside employee, who also considers herself a background supporter, states that being an officer’s wife is “better now that [she] has a job.” She explains, “You know, I like having my work, I like having my own [career]. If something happens to [my husband], I can take care of myself. I will have a job.” One respondent, who describes herself primarily as a background supporter, states that she is a “single parent” and “all the stresses are on [her]”. She reports feeling like she would like to “be able to be the perfect wife, mother, have a job and go to the coffees and do volunteer work” but that she simply does not have all the energy. Table 5 displays the distribution of the various roles these careers wives fill.

Table 5: Distribution of Career Wife Role

	Home-maker	Background Supporter	Team worker	Military Employee	Outside Employee	No Preference	Mean (S.d.)
Respondent Preference	25 %	34.4%	18.8%	-----	12.5%	-----	1.29
Husband's Preference	12.5%	34.4%	18.8%	-----	12.5%	18.8%	1.26
Sr. Officer's Preference	6.3%	37.5%	31.3%	-----	-----	21.9%	.64
Sr. Officer's Wife Preference	3.1%	34.4%	34.4%	-----	-----	25.0%	.59
Best Role	6.3%	37.5%	40.6%	-----	-----	6.3%	.64
Actual Role	28.1%	21.9%	31.3%	-----	12.5%	-----	.64

Perception of Spouse's Preference

Approximately 16% of the respondents feel that their spouse prefer that they be homemakers focusing exclusively on the home and not actively on the support of their spouse's careers. However, many homemakers make references to supporting their husband's careers by "keeping the homefires burning" and by "dealing with their husband's stress." A respondent felt that her husband perceived this as her greatest contribution to his career: "to make home a place where he can escape to and feel safe." Another stated that her husband wants her just to "be there for his enlisted soldiers spouses, just for

them to be able to call and talk if they have problems or whatever.” About 44% report that their spouses would prefer for them to be background supporters by supporting their husband’s careers by entertaining, etc. “Gabby”, a background supporter, states that her spouse prefers her to support him most by accepting the lifestyle and simply not complaining. She reports that, “he doesn’t want me saying, ‘I don’t want you to be in the Army anymore, get out or else.’” Another background supporter summed up her husband’s reaction to her considering going back to work as she described his preference for her to stay at home. She states that he said, “Oh my god, you can’t get a job, please don’t get a job, I need your support until we leave here!”

Approximately 24% feel that their husband prefers them to be teamworkers with their husbands by volunteering on post and in other unpaid capacities. “Collette” states that her husband would “like [her] to of course, whenever he needs me to perform in some official capacity, he would like me to be willing to fulfill that.” She points out however, that he would never ask her to do this at the expense of her happiness. Sixteen percent feel that their spouse prefers that they be employed full-time for pay by an organization other than the Army.

One outside employee who is a flight attendant states that for them the “extra income and benefits at flying at a reduced rate” is a big benefit of the work-family role that she fills. Another respondent writes, “I do have a career outside the home so this keeps me going!”

Perception of Senior Officers' Preference

Almost 22% of the respondents either left this variable blank or believe that their husband's Senior Officers have no preference as far as their role is concerned. Eight percent responded that they feel their husband's Senior Officers would prefer them to be homemakers. Fifty percent of the respondents feel that their husband's Senior Officers prefer that they be background supporters of their husband's career. Most of the respondents interviewed immediately began stating what the Senior Spouses' preferences were when asked this question, although they were clearly asked, "What are the preferences of your spouse's senior officer?" "Bernadette" responded that the senior officer doesn't want a commander without an active wife. She says, "I can guarantee you that ... they are going to pick a commander that has an active spouse that has a good family support group..." 41.7% believe that the Senior Officers desire that they be teamworkers in support of their husband's careers. More than one of the respondents stated that the Senior officers probably just wanted someone who as one respondent so eloquently stated was not a "pain in the ass" or one who did not "do anything detrimental to his career--don't cause problems."

Perception of Senior Officers' Spouses' Preference

Twenty-five percent of the respondents either left this variable blank or believe that their husband's Senior Officers' spouses have no preference as far

as their role is concerned. Of the other responses, they were basically evenly split between two roles.

Forty-seven percent of the respondents believe that their husband's Senior Officers' spouses want them to be background supporters towards their husband's careers. "Danette" stated that she feels most senior officers' wives expect you at least to be involved in "troop support." "Bernadette" says that she "knows Senior officers' wives expect most of 'their wives' to do-- especially those married to men in key positions. ... they are expected to be saddled with that responsibility... Senior spouses and their husbands are still going to look at it that way." Forty-seven percent also feel that the Senior Officers' spouses desire that they be teamworkers towards their husband's careers. Only 4.3% of the women felt that the Senior Officer's wives desired that they fill the role of homemaker. Most of the respondents interviewed had negative experiences with prior Senior wives and one respondent, "Fran" reported that the Senior Officers' spouses want her to "do everything and more and have a baby-sitter while I do it." Another respondent stated that one of her most demanding Senior officers' wives "wore her husband's rank, but higher." She goes on to describe her as an "evil bitch from hell" who she believes had mental problems.

Perception of Best Role

Almost 7.5% of the respondents feel that the best role that an officer's spouse can have is that of a homemaker. Forty-four percent feel that the best

role for an officer's spouse is that of the background supporter, while 48.1% feel that the teamworker role is best. 6.3% of the respondents had no preference for best role. Many respondents feel that their primary responsibility is to provide stability for their families due to frequent absences of their husbands. One respondent feels that her best role is to "manage to do what I ought to as his wife and the mother of his children." Another respondent states that the "best role" is be supportive and "raise good kids." Another states that "by not working outside the home, I am able to spend time I need with my family." Table 6 displays a crosstabulation of role preference and current role of the respondents surveyed.

Table 6: Crosstabulation Table of Role Preferred and Current Role

Role Preferred	Current Role				Total
	A	B	C	E	
A. Homemaker	87.5%		12.5%		100.0%
B. Background Supporter	18.2%	63.6%	9.1%	9.1%	
C. Teamworker			100.0%		100.0%
D. Outside Employee			25.0%	75.0%	100.0%

Correlation Analysis

Pearson's correlation coefficients were also calculated. While this method of analysis does not necessarily address the issue of cause and effect, it may help in predicting occurrences or determining any significance in relationships between certain variables. Findings from this pilot study cannot be generalized to the entire population of military officers' wives, but it may suggest a pattern or occurrence that would be relevant for future studies. Pearson's correlation

coefficients appear in Table 7. Following are written explanations of the table provided. Neither race nor gender were significantly related to other variables examined in this study.

Age

There was a significant relationship between age and several other variables. Many of the variables were related for obvious reasons. For example, age and years as an officers' wife were strongly correlated (.71) as were age and spouses' rank (.56) and age of the youngest child (.70). Other variables which may represent a relationship, that were less obvious were those of age and hours contributed to husband's career (.54) and senior officers' preference (.45). There is a moderate, positive correlation between these two variables that may indicate that as age increases, so does time spent on husband's career and in fulfilling what the respondent sees as the senior officers' preference.

Education

Education and role preferred presently were moderately, positively correlated (.41) which may indicate that as education increases, so does the desire to be in a work-family role which is more independent from that of one's spouse.

Table 7: Pearson Correlation Values for Variables from Military Officers' Wives Study

	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
1. Age	-----																			
2. Race	-.35	-----																		
3. Education	.19	-.10	-----																	
4. Years Officer's Wife	.71**	-.11	.01	-----																
5. Rank	.56**	-.20	.25	.50**	-----															
6. #Children	.13	-.07	-.21	.42*	.10	-----														
7. Youngest Child	.70**	-.22	-.23	.81**	.51**	.40*	-----													
8. Current Job	-.11	.13	.31	-.14	.05	-.25	.12	-----												
9. Hours worked for Pay	-.05	-.11	.35	-.20	.10	-.42*	.21	.91**	-----											
10. Hours Contribute to Army	.54**	.01	.22	-.55**	.28	-.01	.22	-.11	.02	-----										
11. Role Prefer	-.13	.05	.41*	-.22	-.16	-.46	-.06	.59**	.71**	.02	-----									
12. Spouse's Preference	.08	.09	.37	-.01	-.01	-.23	.09	.51*	.72**	.07	.88**	-----								
13. Sr. Officer's Preference	.45*	A	.33	.36	.47*	.02	.50*	.13	.10	.33	.30	.50*	-----							
14. Sr. Spouse's Preference	.35	A	.03	.49*	.36	.10	.51*	.31	.15	.25	.08	.38	.77**	-----						
15. Best Role	-.01	.13	-.16	.24	-.31	.05	.15	.18	.20	.30	.32	.58**	.32	.53*	-----					
16. Current Role	-.08	.06	.27	-.29	.09	-.42*	.01	.80**	.88**	.15	.79**	.74**	.29	.21	.32	-----				
17. Role Disparity	-.07	.08	.09	.27	.03	-.31	.06	.16	.30	.16	.02	.14	.32	.00	-.09	.28	-----			
18. Role Satisfaction	-.03	-.12	-.03	.03	.07	-.15	-.10	-.30	-.24	.35	.07	.16	-.28	.13	-.07	.28	.47**	-----		
19. Satisfaction as Officer's Wife	-.02	.25	-.06	.08	.11	-.15	-.05	-.27	-.41	-.08	-.08	-.02	.11	.00	-.03	-.23	-.06	.50**	-----	
20. Depression	-.26	-.07	-.07	-.27	-.46	.12	-.39	-.77	-.08	.38	-.16	.24	.34	-.26	-.14	-.03	.21	.46**	-.39*	-----

* p < .01 ** p < .001

Spouse's Rank

Rank was positively correlated with age and age of children. It was positively, moderately correlated with senior officer's preference (.47). This may indicate that as rank increases, so does the time spent fulfilling what the respondent sees as the senior officers' preference. Rank was moderately negatively related to depression (-.46). This may be a slight indicator that for this group of respondents, as rank increased, so did levels of depression.

Age and Number of Children

There is a high correlation between respondents age and the age and number of children. Hours worked for pay was moderately, negatively related to the number of children one has (-.41.) The role preferred for the number of children the respondent has appears to lean towards a career more closely associated with the husband's career when number of children increase. Number of children and current role tend to be negatively related as well (-.41) which may indicate that as number of children increase, the respondent fills a role more closely connected to the home/family. Age of children appears to be moderately, positively correlated with senior officers' preferences (.50) and senior spouses' preference (.51). This may indicate that as the age of the youngest child increases, the respondent is more likely to be in "tune" with the preferences of the senior officer and the senior officer's spouse.

Current Job Status

Besides the obvious, strong correlation of hours worked for pay from those employed, there is a moderate relationship (.59) between current job status and the current role preferred by the respondents. This may indicate that among this group of respondents, those who are currently employed desire to be employed. The spouse's preference for this indicates a moderate, positive relationship as well (.51). This may indicate that those respondents who are working may feel that their spouses prefer this as well -- most probably due to the increase in her husband's rank as children get older.

Role Preference

There is a strong, positive correlation between those working for pay and the role preferred presently (.71). This strong relationship is strong between the hours worked for pay and the spouses preference as well (.71). This may indicate that among this group of respondents, as the hours worked for pay increases, so does the role preference of the respondent and the respondent's spouse. There is also a marked relationship between the role preferred presently and the spouse's preference (.88). This may indicate that the role preferred and the spouses preferences are in line with one another. This strong, positive relationship carries over into the current or actual role the respondent fills with a highly positive correlation (.79). This may indicate that respondents are, in general filling the role that they prefer.

Hours Contributed to Army

It appears that there may be a slightly positive relationship between age (.54) and years as an Army wife (.55) and time contributed to the husband's career.

Perception of Spouse's Preference

The spouse's preference is moderately related to the preferences of the senior officer's preference (.51) and the role which the wife perceives as her best role (.57). It is highly correlated with the current role that is filled by the respondent.

Perception of Senior Officers' Preference

The senior officer's preferences appear to be highly correlated to the preferences of their spouses (.77) according to the perception of the respondents.

Perception of Senior Officers' Spouses' Preference

The senior spouses' preferences appear to be moderately, positively related (.53) to the role that the officer's wife feels is best.

Role Satisfaction

Role satisfaction is negatively related to role disparity (. -47) which indicates that as role disparity increases (someone is further away from the role they desire) satisfaction decreases.

Satisfaction as an Officer's Wife

Satisfaction as an officer's wife appears to be negatively correlated to hours worked for pay (-.41) and positively correlated to role satisfaction (.50). This may indicate that the more hours worked for pay, the less satisfaction there may be as an officer's wife. It may also indicate that for this group of respondents, the more satisfied they were with their role, the more satisfied they are with being an officer's wife.

Multivariate Analysis

Regression analysis allows the researcher to take correlation analysis one step further. While correlation cannot predict causation, regression analysis provides a scientific method of "making such predictions and even, at times, ...pointing a finger of suspicion in the direction of possible causation" (Sprinthall, 1994. p. 341).

Of those variables that displayed a strong significant correlation ($p < .05$), regression analysis was conducted to produce a model summary of the variables and their affect on one another. SPSS PC+ was utilized for data analysis. For each equation, the independent and dependent variables with significant

correlation were entered and stepwise multiple regression analysis ranked the significant correlations from highest to lowest percentage.

Current Role

Of the variables entered, two variables were significant in their affect on the respondent's current role. Table 8 displays regression analysis predicting current role. Their current job and the role they prefer presently affect their current role. The role they prefer explained 86% of their current role. There was a very strong relationship (.78) in the role preferred and current role. This indicates that the more they desire to work outside the home, for example, the more likely they are to work outside the home. If their preferred role is that of a homemaker, than there is a very strong indication that they will be a homemaker. While the spouse's preference was removed as an predictor of the current role, it did explain 55% of the role filled by the spouses. This data supports H_2 : The more congruity between expectations, the more life satisfaction with work-family role among military officers' wives.

Table 8. Regression Equation Predicting Current Role

Independent Variable	EQ1	EQ2
(1) Role Preference	.93**	.78**
(2) Job Status		.27**
R ²	.86	.91

* $p \leq .01$

** $p \leq .001$

Depression

The dependent variable of depression was significantly affected by rank and role satisfaction. Of all the variables entered, spouse's rank explains 21% of variation in depression, with role satisfaction explaining 35%. These facts indicate that as rank increases, depression decreases. The relationship between depression and role satisfaction indicates the greater the role satisfaction, the lower the depression among military officers' wives. Table 9 displays regression analysis of depression.

Table 9. Regression Equation Predicting Depression

Independent Variable	EQ1	EQ2
(1) Spouse's Rank	-.46*	-.48*
(2) Role Satisfaction		-.38*
R ²	.21	.35

* p≤.01

** p≤.001

Role Satisfaction

Of all variables entered, role disparity significantly affected role satisfaction. Table 10 displays regression analysis of satisfaction in role. 23% of variance in role satisfaction was explained by role disparity. This indicates that the closer this group of respondents was to the role they want, the happier they were. This supports H₂ : The more congruity between expectations, the more life satisfaction with work-family role among officers' wives.

Table 10. Regression Equation Predicting Role Satisfaction

Independent Variable	EQ1
(1) Role Disparity	-.48**
R ²	.23

* p≤.01

** p≤.001

Satisfaction as an Officer's Wife

Of all variables entered, only the variable of hours worked for pay significantly affected satisfaction as an officer's wife. This variable explains 17% of the variance of satisfaction as an officer's wife. As hours worked increases, it appears the satisfaction as an officer's wife decreases. Table 11 displays regression analysis of satisfaction as an officer's wife. This data does not support H₁₄ : Women with multiple roles are more satisfied than those without multiple roles.

Table 11. Regression Equation Predicting Satisfaction as an Officer's Wife

Independent Variable	EQ1
(1) Hours Worked for Pay	-.407*
R ²	.17

* p≤.01

** p≤.001

Summary

Findings which support congruity of expectations through univariate analysis for independent, dependent and mediating variables, Pearson's correlation and regression analysis have been presented in this chapter. Based on findings, age and hours contributed to husband's career and regard for senior officer's wives preferences were positively related. Rank was positively correlated with senior officer's preferences as well. This may indicate that as rank increases the preferences of senior officers and their spouses make more of an impression on the military officer's wife. Findings indicate that as education increases, so may the desire to have a more independent role from the husband.

Congruity of expectations is confirmed by data in the positive correlations occurring between job status and spouse's preferences. It is possible that this moderate, positive correlation indicates that the wife who prefers working outside the home feels that her husband prefers this as well. The congruity exemplified among expectations supports H_7 and H_8 . This is seen again in role preference. There is a marked relationship between role preferred presently and spouse's preference. This may indicate that the spouse's preferences are congruous. The spouse's preference is also correlated with the role, which the wife perceives as her best role. This represents even more congruity among expectations, especially in view of the fact that the spouse and the senior officer's preferences are moderately related as well.

CHAPTER V

DISCUSSION

This pilot study examined the satisfaction of the military officer's wife with her work-family role, being a military officer's wife and her level of depression. The major independent variables were her job status, the role preferences, spouse, senior officers and their spouses, and her role disparity. The mediating variables were the actual role that she was filling, her satisfaction as a military officer's wife and her satisfaction in her current role. The dependent variable examined was depression. The findings from this sample cannot be generalized to all officers' wives, but is appropriate for theory testing relationships among variables.

Military Officers' Wives

The findings presented in Chapter 4 reveal that military officers' wives still contribute time to their spouse's careers on a weekly basis. Over 50% of the respondents contribute over 7 hours per week. The interviews revealed the various ways the respondents contributed to their husband's careers.

The majority of the women prefer to be in the roles that they are currently filling. Of those who are teamworkers, 100% report wanting to be teamworkers.

There were very strong correlations between the husbands' and wives' preference where role preference was concerned. While the expectation was that the Senior officers and the Senior officers' spouses preference would be more highly correlated, it appears that officers and their spouses have agreed as to what role the spouse would take on.

From the qualitative data gathered in the interview, it is apparent, that the spouses of military officers still consider themselves very much a part of the military. Every respondent interviewed referred to "our senior officer" or "our senior officer's wife." They often commented on the "good" or "bad" unit that "they" had. They appeared to consider the volunteer work expected of them as a part of their "duties" to the military and their spouse's careers. It must be stressed, however, that the results of the questionnaires and the interviews are from a very homogenous group. It could be that there are officers' wives with different social characteristics than those going to the military spouses' luncheons.

Congruity of Expectations

The information presented in Chapter 4 also reveals much valuable information concerning the expectations of others from the perspective of the Army officer's wife.

There is a marked, high correlation between role preferred and the current role. The role the officers' spouses prefer presently explains 86% of their role.

Their spouse's preference explains 55% of their role. Twenty-three percent of role variance was explained by role disparity. This clearly indicates that the more congruous the expectations of the officer's wife, the more satisfaction will result

Depression

The dependent variable of depression was significantly affected by rank and role satisfaction. Of the variables entered, spouse's rank explains 21% of variation in depression with role satisfaction explaining 35%. As rank increases, depression decreases. This may be because spouses of military officers become more accustomed to the military lifestyle as time goes by and rank increases. It may be that as rank increases, wives have more time to volunteer and less financial burdens, therefore decreasing their level of depression. It is clear that when military officers' spouses are satisfied in their role, there is a lower rate of depression among them. During the interviews, some of the respondents mentioned that there were more expectations from the Army as an organization for the senior wives to contribute to their husbands' careers. This apparently does not have a significant affect on their levels of depression. This study indicates, as was mentioned above, that as rank increases, depression decreases.

It must be noted that during the time, these questionnaires were distributed and the interviews were conducted that many of the respondents' spouses were deployed to Kuwait. The results of the analysis on depression

indicate that about 47% of the respondents scored over 16 on the CES-D depression scale. It must be taken into account that the spouses being deployed in hostile conditions may have affected the scores. A different picture may have been presented were this study to have occurred before the officers were deployed.

Theoretical Implications

There have been many studies that examined military spouses, but there have not been many studies conducted on officers' wives for an extended period of time. Role disparity and satisfaction have been examined regarding many "wives of", however, this study is relevant in that it has revealed significant information concerning role disparity and role satisfaction among this group of officers' wives. The study also examines many other variables and examines various correlations, which may make the military officer's wife a little easier to understand. Depression was examined using a reliable scale, which sheds even more light on the difficult lifestyle that the wives must lead. The wives interviewed were very likely to consider responsibility for their husbands' careers. Their identity appeared to be well integrated with their husbands' careers. From many aspects the respondents examined are continuing to play a similar role of military officers' spouses from the past, however, this research indicates that they do not perceive that the expectations to do so comes only from the Senior-

ranking officers. It is apparent that the expectations are being communicated in some manner.

Strengths

This pilot study has examined military officers' wives satisfaction from the perspective of their work-family roles. Most studies concerning the military have examined only enlisted spouses, so this study is truly relevant and necessary. The concepts of roles introduced examined what role they perceive themselves in and their satisfaction with that role. This study has resurrected studies on officers' spouses in today's rapidly changing society, where it appears that expectations for wives are changing very rapidly. This study has contributed significant knowledge concerning the primary work-family roles of military officers' spouses, depression, role satisfaction and satisfaction as an officer's wife. Another strength of this study is the qualitative information gathered. Many sociological studies have gotten away from qualitative analysis, and, although this interview group was small, it brings to life the information gathered from the questionnaires. This study is significant in that it contributes to our knowledge about the spouse of the military officer and gives insight into their roles that we have not had before.

Weaknesses

This study had several weaknesses. As has been previously noted, the sample was not random and cannot be generalized to all military officers'

spouses in general. Another weakness of the study is the lack of variation among the respondents. It is unclear if this small sampling of women truly represents the social characteristic of most officers' spouses. Another weakness of the study is the possibility of the tension produced due to the deployment of the soldiers. It is unlikely that results from a sampling of Ft. Stewart could be applied to other Army posts due to the skewing that might occur because of the stressors placed on the family stationed at this "rapid deployment" post. An additional weakness of this study was the difficulty in obtaining information. The first attempt at distributing the questionnaire was halted by the board of the officers' spouses club. When the new president came into office in 1998 was when distribution of the surveys was allowed at the spouses' luncheon. Some recommendations to combat these problems would be that the military sponsor a study of their military spouses and, require or mandate participation.

Summary

This study examined the effect of work-family roles on satisfaction for military officers' wives. Quantitative and qualitative data has been collected in an attempt to gather reliable, significant data. Many important correlations and other significant factors have been discovered in this study which may open the door for more studies to come. It is recommended that future studies of this population be examined as far as identity issues are concerned. Although some women worked full time outside their home, they still considered themselves

primarily supporters of their spouses' careers versus outside employees. It would be interesting to explore why someone with their own career considers themselves more of a background supporter versus an outside employee, independent from their spouse. If the military were to sponsor some of these studies it would likely result in a better response rate. There is concern that if the military mandated surveys that the sample received may be skewed. The respondents may fear that the responses may be viewed negatively by Senior officers. They may understandably be hesitant to risk injuring their spouse's careers.

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Appendices

8. How satisfied are you filling the organizational role you selected in response to Question 1 above?

- Very dissatisfied Moderately dissatisfied Somewhat dissatisfied
 Neutral Somewhat satisfied Moderately satisfied
 Very Satisfied

9. At this time in your life, how satisfied are you with being a military officer's spouse?

- Very dissatisfied Moderately dissatisfied Somewhat dissatisfied
 Neutral Somewhat satisfied Moderately satisfied
 Very satisfied

10. If currently employed for pay, please describe your title and major responsibilities.

11. During the typical week, how many hours do you work for pay?

Fill in: _____ hours.

12. During the typical week, how many hours do you make direct contributions to your spouse's career?

Fill in: _____ hours.

Part B. *The following section deals with the way you felt during the past week. Please circle the number of days that you felt each way during the past week. "<1" means "less than one."*

- <1 1-2 3-4 5-7 1. I was bothered by things that usually don't bother me.
- <1 1-2 3-4 5-7 2. I did not feel like eating. My appetite was poor.
- <1 1-2 3-4 5-7 3. I felt that I could not shake off the blues even with help from my family.
- <1 1-2 3-4 5-7 4. I felt that I was just as good as other people.
- <1 1-2 3-4 5-7 5. I could not keep my mind on what I was doing.
- <1 1-2 3-4 5-7 6. I felt depressed.
- <1 1-2 3-4 5-7 7. I felt that everything I did was an effort.
- <1 1-2 3-4 5-7 8. I felt hopeful about the future.
- <1 1-2 3-4 5-7 9. I thought my life had been a failure.
- <1 1-2 3-4 5-7 10. I felt fearful.
- <1 1-2 3-4 5-7 11. My sleep was restless.
- <1 1-2 3-4 5-7 12. I talked less than usual.

- <1 1-2 3-4 5-7 13. I felt lonely.
- <1 1-2 3-4 5-7 14. People were unfriendly.
- <1 1-2 3-4 5-7 15. I enjoyed life.
- <1 1-2 3-4 5-7 16. I had crying spells.
- <1 1-2 3-4 5-7 17. I felt sad.
- <1 1-2 3-4 5-7 18. I felt that people disliked me.
- <1 1-2 3-4 5-7 19. I could not get going.
- <1 1-2 3-4 5-7 20. I was happy.

Part C. Please answer the following questions concerning general information.

1. In what year were you born? Write in: 19 _____.
2. What is your sex? Male _____ Female _____.
3. What race/ethnicity do you consider yourself?
 - () African-American/Black
 - () Caucasian/White
 - () Other: please write in: _____.
4. Please check your highest level of education.
 - () less than high school degree.
 - () high school degree
 - () some college
 - () 4-year college degree
 - () any graduate or profession school (e.g., medical/law school)
5. Please list the ages of any children who may live with you 6 months out of the year.
Write in ages: _____.
6. For how many years have you filled the role of a military officer's spouse? Write in _____.
7. What is your spouse's rank?

() 2LT	() MAJ	() MG
() 1LT	() LTC	() BG
() CPT	() COL	() WO

Part D. Please answer the following questions. Feel free to use additional paper.

1. What do you consider the greatest stresses of the work/family role you fill at this time in your life as a military spouse?

2. What do you consider the greatest benefits of the work/family role you fill at this time in your life as a military spouse?

THANK YOU FOR PARTICIPATING IN THIS STUDY! A summary of the research findings may be requested under separate cover.

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INTERVIEW SCHEDULE

1. Tell me what is good about being an Army officer's wife...
2. Tell me what is not so good about being an Army officer's wife...
3. How important do you feel it is for you to have a good relationship with Senior officers' wives?
4. Tell me what role your husband wants you to fill as far as his career is concerned.
5. Tell me what role the Senior officers and their spouses want you to fill as far as your husband's career is concerned.
6. What role would you like to fill as far as your husband's career is concerned?
7. According to previous research, many "wives of" are often depressed. Do you have any insight as to why this might be so?
8. Weigh out the greatest stresses and the greatest benefits of the work/family role that you fill now.
9. Do you have any insight that you could share as to why there was such a low response rate on the 450 questionnaires that were distributed?