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POSTPARTUM JOB INVOLVEMENT

BY

ROSEMARY DUNLOP GARRIS
B.S., Stetson University, 1979

THESIS

Submitted in partial fulfillment of the requirements
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ABSTRACT

The effect of mothers' employment on their children has been investigated repeatedly; however, there is little research on how motherhood affects women's employment attitudes. The research being reported here addresses this question. Subjects consisted of 126 working pregnant women and a comparable group of 45 working non-pregnant women who completed four questionnaires soliciting measures of the following attitudes: job involvement, home role attitude, employment role attitude, and interaction strain. Modest support was found for the prediction that giving birth would affect mothers' attitudes. Job involvement was found to decline, and home role attitude was found to be less favorable after the birth of a child.

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INTRODUCTION

A currently under-researched area in the literature is that of the effect of parenthood on a woman's other roles, particularly those relating to employment. The present study examined the effects of having a child on the role of paid employee. More specifically, job involvement of mothers was investigated. This parent-job relationship is of interest because the combination of motherhood and employment has become strikingly common (Hayghe, 1976; Shapiro & Shaw, 1983; Wright, 1978), and the trend is continuing (Wright, 1978). As of 1980, 43% of married women with preschool children were working (U.S. Department of Labor, 1980). As such, it is becoming critical for employers to understand how motherhood affects women's employment attitudes and behaviors in the workplace.

Working Mothers

Research has examined the effects of a mother's employment on her children (Hock, 1978). However, few studies have investigated the effects of childbearing on a mother's life, particularly her life at work (e.g., Pietromonaco, Manis, & Frohardt-Lane, 1984; Wright, 1978). Haggstrom, Waite, Kanouse, and Blaschke (1984) analyzed data from the National Longitudinal Survey of the High School Class of 1972 and focused on the effects of parenthood on educational and employment activities. For married women, they found a marked shift toward home activities as measured by hours devoted to education or employment.

Prior to pregnancy, the average hours per week taken up by these two pursuits was 35. The beginning of pregnancy brought on a sharp drop, so that by the month the child was born, the figure was down to seven. By three months after the child was born the average hours per week spent on these activities rose to 15, where it remained through the child's second birthday. It was evident from these results that there was a substantial and sustained withdrawal from employment after becoming a mother. As such, this could be interpreted as evidence that job involvement for women drops upon becoming a parent.

Why women work has been the subject of investigation (Nye, 1974), and it has been suggested that women who work can increase their feelings of worth and improve their self images (Weiss & Samuelson, 1958). Wright (1978) reviewed the results from several national surveys regarding the satisfaction of working women versus full-time housewives and found that there is no consistent difference in satisfaction between these two groups of women. Amstey and Whitbourne (1984) investigated the relationship between background and attitudinal factors as they related to whether women returned to work after the birth of their first child. Thirty married middle class couples expecting their first child completed the Eyde work values and background factors questionnaire. They also answered questions regarding their plans and expectations for work and family arrangements and rated their employment as either a career or a job. The wives and husbands filled out the questionnaires separately so as not to influence each other. Each of the women had worked for at least three years prior to this pregnancy. The mean age of the women

was twenty 27 years (range = 24-32). One year after the birth, a telephone interview was conducted in order to determine the work status of the mother. At the follow up, 10 of the women were full-time workers, 11 were part-time workers, and 9 were not paid employees. After data for all of the women were collected, analyses were done to determine whether the pre-pregnancy attitudes related to their one year postpartum employment status.

All three groups were generally favorable toward the woman working when she is single, married with no children and the husband's income is inadequate, or with children past kindergarten age. There were no group differences in work motivation or attitudes toward career and homemaker roles and recall of upbringing by parent. Of the two groups returning to work, 95% of their mothers had worked. Of the women who did not return to work, only 44% of their mothers had worked. Seventy percent of the full-time workers considered their employment before motherhood a "job." Not surprisingly, the authors found that the women who returned to work full-time were the most favorable toward the mother working, followed by part-timers, and then by the unemployed mothers. Amstey and Whitbourne concluded that postpartum work behavior was consistent with prenatal attitudes.

Role Theory and the Working Mother

Role strain, or conflict resulting from having multiple social roles, in women has also been the focus of research (Barnett & Baruch, 1983; Beutell & Greenhaus, 1983; Parry & Warr, 1980; Pietromonaco, Manis, & Frohardt-Lane, 1984; Tittle & Weinberg, 1984). According to role theory, people take on various roles to accomplish everything

they do. A role is the set of expectations which are held by an individual and those who interact with him/her about what is appropriate behavior for a given situation (Banton, 1965; Sarbin & Allen, 1968).

Seiber (1974) and Thoits (1983) suggest that by holding multiple social roles a person can bring benefits to oneself. However, some social scientists support the notion that there is a limit to how much benefit individuals can reap from taking on additional roles before they suffer from role strain (Goode, 1960; Coser, 1974; Merton, 1957; Sarbin & Allen, 1968; Slater, 1963). The concept of role strain has been defined by Goode (1960) as "the felt difficulty in fulfilling role obligations" (p. 483). Other terms have been used to describe this condition. Barnett and Baruch (1983) use the term "role conflict" and suggest that it "arises when the demands from two or more roles are such that adequate performance of one role jeopardizes adequate performance of the other(s)" (p. 3). According to Kahn, Wolfe, Quinn, Snoek, & Rosenthal (1964), role overload is one of the dominant forms of role conflict. They define it as "a conflict among legitimate tasks or a problem in the setting of priorities" (p. 380). They also note some of the more common withdrawal behaviors which include: severance of ties with the role senders, reduction of communication with the role senders, derogation of the power that the role senders have over them, and the weakening of their affective bonds with the role senders. It is this last behavior which the

current research examined using Lodahl and Kejner's (1965) Job Involvement Scale.

Upon review of the literature, it becomes apparent that the meaning of the various terms applied to actual or perceived problems in fulfilling role obligations are not widely agreed upon. For the purposes of this study the following terms were defined:

- 1.) Role Strain - the perceived or actual difficulty or inability to meet all of one's role demands. (This is a general category and includes the following two types of strain which are differentiated based on the reason the strain comes about.)
- 2.) Role Conflict - the perceived or actual condition in which fulfilling all of the demands of one role prevents the fulfillment of all of the demands of another.
- 3.) Role Overload - the perceived or actual condition in which there are too many role demands on a person, such that he/she cannot meet them.

Regardless of the terminology used to describe role related problems and how they come about, the implicit assumption underlying recent research is that one can have too many roles, such that it becomes increasingly difficult to meet the accompanying demands of these roles.

Barnett and Baruch (1983) studied whether involvement in multiple social roles has a positive or negative effect on women's mental health. They collected data from 238 Caucasian women between the ages of 35-55 employed in primarily high prestige occupations. The information they obtained included: the number of roles occupied (up

to three), the particular kinds of roles occupied (wife, mother, and paid worker), the quality of experience in these roles, and measures of role overload, role conflict, and anxiety. The quality of experience in the roles was measured using the mean difference between two scales developed for their study which measured the rewards and the concerns for each of the roles. The measures of role overload and role conflict consisted of one item each, also developed for their study. The measure of anxiety was a revised version of a frequency of symptoms scale developed at Johns Hopkins University (Derogatis, Lipman, Rickels, Uhlenhuth, & Covi, 1974). They found that, as the number of roles increased, both role overload and role conflict increased. Interestingly, they found that the role of mother taken by itself was related to role overload, role conflict, and anxiety. However, the role of paid employee taken by itself was related to none of these items.

Pietromonaco, Manis, & Frohardt-Lane (1984), on the other hand, found that women who held a greater number of roles had higher self-esteem. They questioned 500 working women (including full and part-time) about their: self esteem, satisfaction with their careers, satisfaction with their partners, satisfaction with their children, and perception of life stress and pleasure. Of these women, over 65% held advanced degrees from college. All of the women held from one to five roles including one or more of the following: worker, partner, parent, volunteer, or student. Women were selected to participate in the study if the roles they occupied corresponded to the inflexible order of added on roles listed above, such that if a woman held one

role it was that of worker, and if she held three roles they were worker, partner, and parent, and so forth. No other combinations of roles were examined.

Self-esteem was measured using five positive and five negative statements embedded randomly in a larger set of statements. The job satisfaction score that was used was the mean obtained from a scale that measured 14 dimensions of job satisfaction. Satisfaction with partners and children was measured using one item for each category. Their findings support the idea that multiple roles are most likely to be related to higher satisfaction with oneself and one's career, as opposed to the other satisfaction measures they collected. The perceptions of life stress and pleasure were measured by two items for stress and one item for pleasure. The majority of these women, regardless of how many roles they held, considered themselves under a fair amount of stress. They also found that, the more roles these women occupied, the less satisfied they were with having children.

Parry and Warr (1980) developed three scales (HER scales), each of which measures one of the three constructs that follow. The scales were designed specifically for mothers, and measure not only their overall attitudes toward their paid employment (employment role attitude) and their overall attitudes toward their domestic and child-care work (home role attitude), but also the strain perceived by employed mothers in coping with these two roles (interaction strain). These scales were developed using unstructured interviews with employed and unemployed mothers of young children. Items were also taken from existing literature. The combination of the two sources

was tested in a pilot study and yielded 48 items covering the three constructs.

Once they obtained a working version of the scale they set forth four hypotheses. They predicted: (1) that there would be a significant difference in interaction strain between part-timers and full-timers but no corresponding difference in employment role attitudes between these groups; (2) that interaction strain would be negatively correlated with social support, especially for full-timers; (3) that home role attitude would be more highly correlated with life satisfaction than would employment role attitude; and (4) that home role attitude would be more highly correlated with negative affect than would employment role attitude, and that employment role attitude would be more highly correlated with positive affect than home role attitude.

This version of the scale was then used for a sample of 185 married British working class women who had children under the age of 14. Approximately equal numbers of women were in the following groups: full-time employment (more than 30 hours per week), part-time employment (30 or fewer hours per week), and not employed. Interviews and questionnaires were carried out in the subjects' homes. Measures taken for validation purposes included: Bradburn's (1969) 10-item scale that measures positive affect and negative affect (which are supposedly uncorrelated constructs), a seven-item scale measuring social support, and a two-item scale measuring life satisfaction. Based on inter-item and item-whole correlations, mean item scores,

standard deviations, and the meaning of each item, the three scales were each reduced to 12 items.

Analysis of the data resulted in the following Cronbach alpha reliability coefficients for the HER scales: home role attitude (.71), employment role attitude (.78), and interaction strain (.75). Their results also supported the four hypotheses as indicated below: Hypothesis (1) was statistically supported. Interaction strain was significantly higher for full-timers than it was for part-timers ($p < .05$). The employment role attitude scores were almost identical for these two groups. Hypothesis (2) was partially supported. The interaction strain was negatively correlated with social support; however, it only reached statistical significance for the full-timers ($p < .05$). Employment role attitude was not correlated with social support. Hypothesis (3) was not statistically supported; however, correlation between life satisfaction and home role attitude were consistently higher than correlations between life satisfaction and employment role attitude. Hypothesis (4) was partially supported. Home role attitude was significantly more highly correlated with negative affect than was employment role attitude ($p < .05$) for all groups. Employment role attitude was significantly more highly correlated with positive affect than was home role attitude for the full-timers ($p < .05$) but did not reach the level of statistical significance for the part-timers.

It is not surprising that, in Parry and Warr's study, full-timers exhibited greater role strain between their home and work roles than did part-timers. It makes sense that the less time these women have

available to deal with fluctuating demands of everyday life the more difficulty might be experienced. It is becoming more apparent that women who combine traditional roles with non-traditional roles commonly experience conflict (Bardwick, 1971; Hall, 1972; Holahan & Gilbert, 1979a, 1979b). That these women must find methods of coping with the apparent strain is also the subject of research (Beutell & Greenhaus, 1982; Gordon & Hall, 1974).

It is evident that a woman giving birth is adding another role to her present collection (or expanding an existing one). The role of mother, as has been mentioned previously, is related in and of itself to role strain (Barnett and Baruch, 1983). When adding this demanding role to that of wife and paid employee (and any others that a woman may hold), it would be reasonable to assume that some kind of role adjustments may take place.

One area which appears to have been neglected in the literature is the investigation of any differences that may exist between the job attitudes of the working mother and the job attitudes of the childless working woman, and more specifically, whether attitudes toward the job change when women return to work after giving birth. The purpose of the present study was to investigate whether the addition of the new role of mother (or adding to the responsibilities of this role) would cause a change to take place in the level of involvement with the job, as measured by Lodahl and Kejner's (1965) Job Involvement Scale. They define job involvement as "the internalization of values about the goodness of work or the importance of work in the worth of the person. . ." (p. 24).

Job Involvement

The concept of job involvement has been found to be correlated with job satisfaction, which has been the subject of a great deal of research in which employee behaviors have also been examined (Brayfield & Crockett, 1955; Herzberg, Mausner, Peterson, & Capwell, 1957; Ilgen & Hollenback, 1977; Muchinsky, 1977; Nicholson, Brown, & Chadwick-Jones, 1976; Porter & Steers, 1973; Vroom, 1964). However, evidence suggests job involvement is a better predictor of some employee behaviors, such as absenteeism, than is job satisfaction (Cheloha & Farr, 1983; Rabinowitz & Hall, 1977). In addition, intuition suggests that job involvement is more likely to vary in response to demands outside of the job than is job satisfaction, and so, is a more appropriate construct to measure in the current study.

The Job Involvement Scale (Lodahl & Kejner, 1965) was developed using standard test development methods as delineated below. One hundred and ten statements were collected from interviews, existing questionnaires, other researchers, or were created for their study. After eliminating duplicate items, the remaining items were rated by an expert panel as to whether they would measure job involvement. Means, medians, standard deviations, and Q-values were computed and examined for each item which further reduced the number of items. Then using a Likert-type scale the items were administered to a group of nurses. Intercorrelations and factor analysis were completed and five main factors emerged: (1) a feeling of indifference to work; (2) extremely high job involvement (perhaps beyond social acceptability);

(3) a sense of duty toward work; (4) guilt over unfinished work and tendencies to avoid going to work; and (5) general ambition, upward mobility, and pride in the organization. Using item-total correlations the scale was reduced to 20 items and was then administered to a group of engineers. These data yielded low inter-item correlations. The nurses' data were re-scored using only the final 20 items, and the scale was also administered to a group of college students. Split half reliability was then computed for all groups and yielded the following results: nurses, $\underline{r}=.55$; engineers, $\underline{r}=.67$; and students, $\underline{r}=.80$. These correlations were then corrected using the Spearman Brown formula which resulted in the following: nurses, $\underline{r}=.72$; engineers, $\underline{r}=.80$; and students, $\underline{r}=.89$. From these results, Lodahl and Kejner (1965) concluded that the reliability of their scale is adequate but not outstanding. Nunnally (1967) asserts that reliability as low as .50 is adequate when used for exploratory research purposes, as is the case in the present study.

Lodahl and Kejner then offered evidence as to the validity of their scale. Consistent with intuitive expectations, students manifested lower "job" involvement than professionals. The scale also correlated with well understood variables (e.g. age, preference for coordinating activities as measured by the Ohio State Leader Behavior Description Questionnaire, supervisory qualities as measured by Ghiselli's Self-Description Inventory, the number of people contacted per day and the interdependence of the job as measured by the Job Description Index), which would support the claim as to its validity.

Research Objectives

The general hypothesis tested in the current research, from which the following more specific hypotheses were developed, was that increased role pressures postpartum produce role strain and force the individual to reorganize energy to cover the new demands. It was suggested that this shift would be in the direction of home activities, leading to a decrease in energy applied to other areas (i.e., lower job involvement scores). This study examined only the role of employee in relation to this shift, but if measures of other non-home roles were examined it would be expected that energy channeled to these other interests would also decline.

Satisfaction measures for home and work would not necessarily be expected to decline in tandem with increased role strain. However, the home role attitude was expected to change in response to the birth of a child, because intuition suggested that that role must undergo fundamental changes to accommodate the new demands in that arena. Unlike the home role, the employment role does not undergo substantive changes in response to outside activities, such as childbirth, and therefore, it was expected that no changes would occur in the employment role attitude. Likewise, the issues of how many children a woman has and whether she works part-time or full-time were not expected to produce differences in employment role attitude. The specific hypotheses to be tested in the present study were as follows.

Job Involvement

1. The level of job involvement for women after they have returned to work postpartum was predicted to be lower than pre-test levels (measured in the third trimester of pregnancy).
2. It was predicted that after women return to work postpartum their level of job involvement would be below that of a control group who have not given birth within the last year.
3. Job involvement was predicted to be lower for women who have returned to work postpartum who have two or more children than it would be for those who have only one child.
4. After returning to work, job involvement was predicted to be lower for women postpartum who work full-time than for those who work part-time.

Home Role Attitude

1. It was predicted that home role attitude for women after they have returned to work postpartum would be different from pre-test measures.
2. Home role attitude of women postpartum was predicted to be different from that of women who have not given birth within the last year.
3. Home role attitude of postpartum women who have two or more children was predicted to be different from that of postpartum women who have only one child.
4. It was predicted that home role attitude of postpartum women who work full-time will be lower than that of postpartum women who work part-time.

Employment Role Attitude

1. Employment role attitude measured after women have returned to work postpartum was not predicted to be significantly different from pre-test levels.
2. There were no predicted differences in employment role attitude between women who have returned to work postpartum and women who have not given birth within the last year.
3. There were no predicted differences in employment role attitude between women who have returned to work postpartum who have one child, and those who have two or more children.
4. There were no predicted differences in employment role attitude between women who have returned to work postpartum and work full-time and those who work part-time.

Interaction Strain

1. The levels of interaction strain for women after they have returned to work postpartum was predicted to be greater than pre-test levels (measured in the third trimester of pregnancy).
2. Interaction strain for women who have returned to work postpartum was predicted to be greater than in women who have not given birth within the last year.
3. Women with two or more children who have returned to work postpartum were predicted to experience greater interaction strain than those who have only one child.

4. Women who have returned to work full-time postpartum were predicted to experience greater interaction strain than those who have returned to work part-time.

METHOD

Subjects

One hundred twenty-six pregnant women attending childbirth preparation classes at a local hospital participated as experimental subjects in the current study. These women were all married and working full-time (more than 30 hours per week) or part-time (30 hours or fewer per week) with a mean age of 27 years (range, 19-40). The control subjects were selected by the experimental subjects to meet the following requirements: works for the same employer, married, same race as the experimental subject, age within five years of the experimental subject, works approximately the same number of hours per week, works in a job with similar level of responsibility, and has not borne a child within the last year. Of the 126 women who responded on the pre-test, 46 responded on the post-test questionnaire. Forty five control subjects with a mean age of 30 years (range, 20-40) responded to the first questionnaire. Of those, 19 responded to the post-test questionnaire.

Apparatus

The dependent measure of greatest interest was the job involvement Scale which was developed by Lodahl and Kejner (1965) (see Appendix A.) Scoring of the scale involved totalling the ratings for all items (strongly agree = 1, agree = 2, disagree = 3, strongly disagree = 4). Negative items were reverse scored as in Richardson

(1983). A low score indicates high job involvement. Data were also collected using Parry and Warr's (1980) HER scales, which include a scale which measures attitudes toward the overall home role, a scale which measures attitudes toward the overall employment role, and a scale which measures the strain which is experienced between these two roles (see Appendix B). The three scales were scored by totalling the items for each scale (true = 3, false = 1, and don't know = 2), thereby yielding three scores. The possible scores for each scale range from 12 to 36, except for the home role attitude scale, from which one item was removed. The item in question was omitted, because it was pertinent only to unemployed women, of whom there are none in the present study. (The range for this scale is from 11 to 35.) The higher the score for the home role scale and the employment role scale, the more positive is the overall attitude toward that particular role. The higher the score for the interaction strain scale, the greater is the conflict experienced between these two roles. A demographics questionnaire was used to obtain pertinent background information for correlational investigation. There were three versions of this questionnaire, one for each of the following conditions: experimental/pre-test, experimental/post-test, control/both the pre- and post-tests (see appendices C, D, and E respectively).

A correction was computed for the home role attitude scale and the interaction strain scale. The items relating to children were removed from the total score, so that childless women could be compared to mothers (such as for pre-test/post-test comparisons on

women having their first child). These scores will henceforth be referred to as adjusted home role attitude (HRAD) and adjusted interaction strain (ISAD).

Procedure

The experimenter attended several childbirth preparation classes at a local hospital. The class members were told that the job attitudes of women who have recently given birth were the subjects of the proposed study. Volunteers were asked for, and any women who came forward were selected according to the qualifications listed in the subjects section above. After reading a brief description (one version for the experimental condition and one version for the control condition - See Appendices F and G respectively) of what was involved in their participation in the study, the subjects signed informed consent statements (See Appendix H). These women then read a general introduction to the set of questionnaires (See Appendix I: Pre-Test, Control; Appendix J: Post-Test, Experimental; and Appendix K: Post-Test, Control) and then completed Lodahl and Kejner's (1965) Job Involvement Scale, Parry and Warr's (1980) HER Scales, and the demographics questionnaire. They then were given a stamped addressed envelope containing the questionnaires and instructions to be given to an acquaintance who met the qualifications listed in the subjects section above. The telephone numbers and addresses of the subjects present were obtained, and they were told that they would be kept confidential, as would the results of their questionnaires.

Birthdates of the infants were obtained from the hospital. Approximately four weeks after each experimental subject gave birth, the experimenter contacted her to determine when she planned to return to work. Approximately two weeks after the experimental subjects returned to work, they, and their paired control subjects, were mailed

another set of questionnaires to be completed and returned in an enclosed, postage-paid envelope. They were told that if they were interested, they would be informed of the study's results.

RESULTS

There were four basic hypotheses proposed for each of the dependent variables. The first hypothesis dealt with whether there was a significant difference in attitude (in the experimental subjects) from the pre-test administration to the post-test administration of the four measures for the experimental group. Although a formal hypothesis was not formulated, it would be expected that no significant changes in attitude would be found for the control group on the pre- and post-test administrations of the four scales. In order to analyze this hypothesis, a t-test was computed on the pre- and post-test scores for the experimental group (see Table 1). This procedure was carried out for each of the four dependent measures: job involvement, home role attitude, employment role attitude, and interaction strain.

It was predicted that the level of job involvement for women after they have returned to work postpartum ($M=50.68$, $SD=4.56$) would be significantly lower than pre-test levels ($M=49.00$, $SD=5.87$). This hypothesis was supported, $t(40)=-2.51$, $p<.010$.

The prediction that home role attitude for women after they have returned to work postpartum ($M=16.98$, $SD=3.20$) would be different from pre-test levels ($M=18.21$, $SD=3.10$) was supported, in that the home role attitude was significantly more negative at the post-test than it was at the time of the pre-test, $t(42)=2.82$, $p<.010$.

TABLE 1
 MEANS, STANDARD DEVIATIONS, AND T-TESTS
 FOR GENERAL HYPOTHESES 1 AND 2

DV	N	PRE-TEST MEAN, SD	POST-TEST MEAN, SD	T-TEST (EXPERIMENTALS ONLY)
<u>JI</u>				
EXP	41	49.00, 5.59	50.68, 4.56	$t(40)=-2.51, p<.010$
CTRL	19	46.11, 5.98	45.74, 6.83	
<u>HRAD</u>				
EXP	43	18.21, 3.10	16.98, 3.20	$t(42)=2.82, p<.010$
CTRL	17	16.24, 3.55	16.35, 3.33	
<u>ER</u>				
EXP	42	31.29, 4.83	30.38, 4.81	$t(41)=1.37, p<.179$
CTRL	17	29.94, 3.38	30.29, 4.30	
<u>ISAD</u>				
EXP	42	11.81, 3.99	12.76, 3.75	$t(41)=-1.83, p<.074$
CTRL	17	14.47, 4.80	12.94, 3.27	

JI = Job Involvement
 HRAD = Adjusted Home Role Attitude
 ER = Employment Role Attitude
 ISAD = Adjusted Interaction Strain

Also as predicted, the employment role attitude measured after women have returned to work post-partum ($M=30.38$, $SD=4.81$) was not found to be significantly different from pre-test levels ($M=31.29$, $SD=4.83$), $t(41)=1.37$, $p<.179$.

The prediction that levels of interaction strain for women after they have returned to work postpartum ($M=12.76$, $SD=3.70$) would be higher than pre-test levels ($M=11.81$, $SD=3.99$) was unsupported statistically, $t(41)=-1.83$, $p<.074$.

The second general hypothesis for each of the dependent variables dealt with whether there were differences between the experimental group and the control group on the post-test, with differences already existing at the pre-test accounted for by computing an analysis of covariance for each of the dependent variables.

It was hypothesized that the level of job involvement would be lower for women who had recently given birth than for a comparable control group who had not given birth within the last year. This prediction was not supported, $F(1,24)=3.674$, $p<.067$ (see Table 2). As expected, there was a significant effect due to the covariates, $F(1,24)=39.011$, $p<.001$, which indicated that job involvement at the post-test was significantly correlated with job involvement at the pre-test.

It was predicted that there would be a difference in home role attitude between the experimental group and the control group. The analysis of covariance produced no significant main effect across experimental conditions, $F(1,22)=2.84$, $p<.426$, and pre-test measures

TABLE 2
ANALYSIS OF COVARIANCE
POST-TEST JOB INVOLVEMENT BY EXPERIMENTAL CONDITION
WITH PRE-TEST JOB INVOLVEMENT AS A COVARIATE

SOURCE	SS	DF	MS	F	SIG.
COVARIATE					
AJI	717.522	1	717.522	39.011	.000
MAIN EFFECT					
COND	67.569	1	67.569	3.674	.067
EXPLAINED	785.091	2	392.546	21.342	.000
RESIDUAL	441.427	24	18.393		
TOTAL	1226.519	26	47.174		

CELL MEANS

	TOTAL POPULATION	EXPERIMENTAL	CONTROL
MEAN	47.59	50.92	44.50
N	27	13	14

AJI = Pre-Test Job Involvement
COND = Experimental Condition

of this attitude were significantly correlated with post-test measures of this attitude, $F(1,22)=33.812$, $p<.001$ (see Table 3).

For the employment role attitude no differences between experimental groups were predicted on the post-test. This hypothesis was supported, $F(1,22)=1.519$, $p<.231$ to the extent that it can be statistically. Pre-test measures of this attitude were significantly correlated with with post-test measures of this attitude, $F(1,22)=20.566$, $p<.001$ (see Table 4).

It was hypothesized that interaction strain would be higher for the experimental subjects after childbirth and return to work than for the control group. However, there was no significant main effect, $F(1,22)=12.227$, $p<.265$, nor any significant effect attributable to the pre-test as a covariate, $F(1,22)=35.550$, $p<.064$ (see Table 5).

Because of the insufficient sample return in the cells containing the variables: number of children that a woman has (one, or more than one, including the child resulting from the current pregnancy); and the part-time or full-time status of the job a woman holds, an analysis of covariance was deemed inappropriate as a method of examining these two variables. In order to determine the best predictors of a dependent variable, a stepwise multiple regression can be calculated. In this procedure, the best predictor is paired with every other predictor one at a time, and a multiple correlation is computed for each pair of predictors. This can be continued until the inclusion of additional variables no longer adds to the multiple correlation coefficient in a significant way. A stepwise multiple regression was computed for each of the four dependent variables using

TABLE 3
ANALYSIS OF COVARIANCE
POST-TEST ADJUSTED HOME ROLE ATTITUDE BY EXPERIMENTAL CONDITION
WITH PRE-TEST ADJUSTED HOME ROLE ATTITUDE AS A COVARIATE

SOURCE	SS	DF	MS	F	SIG.
COVARIATE					
AHRAD	127.559	1	127.559	33.812	.000
MAIN EFFECT					
COND	2.484	1	2.484	.658	.426
EXPLAINED	130.043	2	65.021	17.235	.000
RESIDUAL	82.997	22	3.773		
TOTAL	213.040	24	8.877		

CELL MEANS

	TOTAL POPULATION	EXPERIMENTAL	CONTROL
MEAN	16.28	16.31	16.25
N	25	13	12

AHRAD = Pre-Test Adjusted Home Role Attitude
COND = Experimental Condition

TABLE 4

ANALYSIS OF COVARIANCE
 POST-TEST EMPLOYMENT ROLE ATTITUDE BY EXPERIMENTAL CONDITION
 WITH PRE-TEST EMPLOYMENT ROLE ATTITUDE AS A COVARIATE

SOURCE	SS	DF	MS	F	SIG.
COVARIATE					
AER	234.298	1	234.298	20.566	.000
MAIN EFFECT					
COND	17.303	1	17.303	1.519	.231
EXPLAINED	251.601	2	125.800	11.042	.000
RESIDUAL	250.639	22	11.393		
TOTAL	502.240	24	20.927		

CELL MEANS

	TOTAL POPULATION	EXPERIMENTAL	CONTROL
MEAN	29.48	28.85	30.17
N	25	13	12

AER = Pre-Test Employment Role Attitude
 COND = Experimental Condition

TABLE 5
ANALYSIS OF COVARIANCE
POST-TEST ADJUSTED INTERACTION STRAIN BY EXPERIMENTAL CONDITION
WITH PRE-TEST ADJUSTED INTERACTION STRAIN AS A COVARIATE

SOURCE	SS	DF	MS	F	SIG.
COVARIATE					
AISAD	35.550	1	35.550	3.812	.064
MAIN EFFECT					
COND	12.227	1	12.227	1.311	.265
EXPLAINED	47.777	2	23.889	2.561	.100
RESIDUAL	205.183	22	9.326		
TOTAL	252.960	24	10.540		

CELL MEANS

	TOTAL POPULATION	EXPERIMENTAL	CONTROL
MEAN	13.96	14.69	13.17
N	25	13	12

AISAD = Pre-Test Adjusted Interaction Strain
COND = Experimental Condition

the number of children a woman has and whether she works part-time or full-time as the two independent variables. Only the regression for job involvement yielded significant results $F(2,39)=5.5162$, $p=.0078$ (see Table 6). Both of the individual variables contributed significantly to the ability to predict job involvement. The results indicated that the more children a woman who participated in this research had, the higher was her job involvement at the post-test, and women who work full-time tended to have greater job involvement than those who work part-time. After adjustment for shrinkage, $R = .16969$ indicating that the two of these variables taken together accounted for approximately 17% of the variance in job involvement. Stepwise multiple regressions were likewise carried out for each of the remaining dependent variables, however, there were no significant F 's as a result of these analyses.

An additional stepwise multiple regression was computed in order to determine if any of the pre-test measures could predict which women would return to work. This analysis also yielded no significant results.

TABLE 6
 STEPWISE MULTIPLE REGRESSION COEFFICIENTS
 DEPENDENT VARIABLE: POST-TEST JOB INVOLVEMENT

INDEPENDENT VARIABLE	BETA	PROBABILITY	SEMIPARTIAL(sr)	sr ²
BPTFT	-3.48937	.01360*	-.36543	.13354
BK	-2.86057	.02860*	-.32147	.10334
	R= .46956			
	R ² = .22049		INTERCEPT=56.60592	
	F(2,39)=5.51562		p=.00780	

*p<.05

PIN criterion =.05

BK = Number of Children That A Woman Has

BPTFT = Post-Test Part-Time/Full-Time Job Status (Full-Time=1, Part-Time=0)

DISCUSSION

Interaction Strain

Although the attitude of primary interest in this research was job involvement, the central unifying theme was based on role theory, with a focus on interaction strain. The main reason for the stated hypotheses regarding job involvement was that in situations where interaction strain was expected to be high, some kind of adjustment would be made to reduce the strain. Since few women can hand off the responsibilities for a new child to another individual, it was expected that some emotional commitment to the job would be withdrawn. With this in mind, the results dealing with interaction strain will be discussed prior to that of the other dependent variables.

None of the hypothesized differences in interaction strain due to the independent variables were statistically supported, nor could interaction strain scores (adjusted or unadjusted) predict which of the experimental subjects would return to work postpartum. There are two particularly cogent explanations for these phenomena. It may be that women who did return to work after the birth of their babies are the ones who received enough social support (i.e., help from husbands or extended family, an understanding employer, etc.) to be able to return to work without much increase in felt strain. A second possible explanation which could be acting alone or in tandem with the previous one is that, as Seiber (1974) and Thoits (1983) suggest,

additional roles, while maybe adding some stress to a situation, add relatively more benefits, and so reduce the level of felt strain. An interesting point for the other side of that argument (i.e., that felt strain does increase after the birth of a baby) that should not be overlooked is that out of 77 women who stated on the pre-test that they planned to return to work only 53 (69%) did. Perhaps those women who felt increased interaction strain resigned from their employment in order to reduce it to a manageable level (and, therefore, could no longer provide post-test attitude measures for analysis). This is consistent with theory cited earlier in this thesis (regarding withdrawal behaviors resulting from role conflict) which was proposed by Kahn, Wolfe, Quinn, Snoek, and Rosenthal (1964). Regardless of the possible influence of interaction strain in the decision to quit their jobs, that they did indeed quit, strongly suggests lowered job involvement from the time that the pre-test attitude measures were collected. There is one additional explanation of the inability of the interaction strain scale to discriminate between the various conditions. An adjusted version of the scale was used for the purposes of the current research which omitted all child-related items. This was necessitated by the need to compare first-time mothers to themselves prior to and after the birth, and the unfortunate distribution of mothers of more than one child being predominantly part-time employees (which would make it difficult to determine whether any differences in interaction strain are a result of number of children or hours worked per week).

Job Involvement

As was predicted, job involvement did drop significantly after women gave birth to their babies and then returned to their jobs. This makes intuitive sense, since mothers probably take on the brunt of childcare duties. Although the analysis of covariance failed to identify a significant difference between the experimental and control groups in job involvement on the post-test using the pre-test as a covariate, there was a significant correlation between the pre-test and post-test scores for this attitude. A t-test computed to compare the job involvement pre-test scores for experimental subjects who stated they planned to return to work postpartum and the control group revealed a significant difference, $t(118)=2.62$, $p<.01$ (See Table 7). The existence of the significant difference at the pre-test suggests that women who are seven to nine months pregnant are different from women who are not currently pregnant. Either an attitude shift occurs earlier in pregnancy, or women who become pregnant have different attitudes prior to pregnancy. Perhaps if job involvement had been measured early in pregnancy there might also have been a larger change in job involvement than was measured from the time of the pre-test to the time of the post-test. Contrary to predictions, women who have more children have higher job involvement than women who have fewer children, and women who work full-time are more job involved than women who work part-time. This is consistent with Barnett and Baruch (1983), who found that the role of mother, in and of itself, is stress-provoking. It may be that the higher job involvement exhibited by women who have greater demands on their time or energy is evidence

TABLE 7
 MEANS AND STANDARD DEVIATIONS
 FOR T-TESTS COMPARING THE DEPENDENT VARIABLES
 AT PRE-TEST FOR ALL CONTROL AND EXPERIMENTAL SUBJECTS (WHO STATED
 ON THE PRE-TEST THAT THEY PLANNED TO RETURN TO WORK POSTPARTUM)

DV	EXPERIMENTAL MEAN, SD	CONTROL MEAN, SD	T-TEST
AJI	51.2632, 11.1540	47.1556, 6.0750	$t(118)=2.62, p<.010$
AHRAD	17.7105, 3.2320	18.0444, 12.7850	$t(47)=-.17, p<.864$
AER	31.3684, 3.9830	31.2889, 11.4010	$t(50)=.05, p<.964$
AISAD	11.9079, 3.5410	15.0222, 13.4210	$t(47)=-1.53, p<.134$
N	76	45	

AJI = Pre-Test Job Involvement

AHRAD = Pre-Test Adjusted Home Role Attitude

AER = Pre-Test Employment Role Attitude

AISAD = Pre-Test Adjusted Interaction Strain

that they are using their workplaces to escape from a stressful situation at home. It may also be that those women who have more children are older, and possibly more advanced in their careers.

Independent of the question of what effect childbirth has on job involvement is what effect working part-time versus full-time has on job involvement. It is conceivable that a person who works full-time is more likely to be included in the social network in the workplace than is the part-time worker, and it is also possible that a full-time employee would have more responsibility than a part-time employee. Thus, this suggests that the full-time worker has more opportunity to be reinforced for coming to work than does the part-time worker.

Home Role Attitude

Common sense suggested that the home role attitude of women would change after having a baby. It was not predicted whether it would become more positive as a result of maternal feelings or whether it would become more negative as a result of such things as lack of sleep and increased work load. Evidently, judging from the significant decrease in mean score, there is more of the latter acting on this attitude than the former. There were no differences between the experimental group and the control group on either the pre-test or the post-test, nor could home role attitude predict which women would return to work postpartum. Using role theory as a springboard, it was hypothesized that women with more children would have different home role attitudes than women with fewer children. Likewise, women who work full-time would have different home role attitudes from women who work part-time. Neither of these hypotheses were supported, however,

suggesting that home role attitude is not related to number of children or full-time/part-time status of employment.

Employment Role Attitude

The central theme of the hypotheses dealing with employment role attitude was that interaction strain resulting from a woman's addition to her existing responsibilities (in the form of a new baby) would cause her to withdraw energy from other areas of her life (i.e., lower job involvement). This does not imply lower satisfaction with these other areas but a somewhat involuntary adjustment to new demands. The statistical analysis of the data supported all of the predictions of no difference between the pre-test and post-test for the experimental group and no differences between the experimental group and the control group on either the pre-test or the post-test. Although it is not statistically possible to prove the null hypothesis, one can conclude that, while the differences between the experimental groups and between the pre-test and the post-test were not zero, they were small enough that they can be reasonably attributed to chance. This supports the assumption that employment role attitude is related, in and of itself, to the qualities inherent to the employment and is not significantly related to extraneous variables.

Lack of adequate sample size prevented testing for differences between women who had one child and those who had more than one child; and women who work part-time and those who work full-time. However, when the stepwise multiple regression was computed in order to determine if any of the dependent variables could predict which women would return to work postpartum, no significant results were produced.

Pre-Existing Differences

Upon examination of the analyses of covariance which were computed for the dependent variables, it becomes apparent that there is a strong relationship between the pre-test and the post-test. This suggests that the differences between the experimental subjects and the control subjects may result not from the childbirth experience and subsequent extra responsibilities which come from adding to or taking on the role of mother, but rather, they may result from the seven to nine months of pregnancy that these women have experienced at the time of the administration of the pre-test. In order to determine if the differences which existed between the experimental groups at the administration of the pre-test were significant, t-tests were computed. They yielded the following results. Of the four dependent variables only job involvement reflected a significant difference between the experimental group and the control group at the time of the pre-test, $t=2.62$, $p<.01$ (see Table 7). As expected the experimental group had lower job involvement ($M=51.26$, $SD=11.15$) than the control group ($M=47.16$, $SD=6.08$).

Conclusion

Overall, the results of this research are mixed, with some support for the prediction that motherhood affects attitudes, although the effect was not overwhelming. This may be due in part to a possible restriction of range in the HER scales, which have only a three-point scale. Generally, Likert-type scales have at least a five-point scale. This may have affected the results of the job involvement measure to a lesser degree, in that it contains a

four-point scale. In spite of this potential problem, childbirth did appear to be related to a decline in job involvement and a negative change in home role attitude. Although the analysis of covariance did not turn up differences between experimental conditions in job involvement at the post-test using the pre-test as a covariate, it was discovered that there was a significant relationship between the pre-test scores and post-test scores for this attitude. Employers, for the most part, will be unconcerned at the change in home role attitude. However, the drop in job involvement may be a cause for concern for them.

It seems important to discover whether pregnant women bring their different attitudes to pregnancy with them or acquire them as a result of their condition. Any research on this question would most likely be soundly welcomed by the supervisory community. Another important question which should be addressed is whether, over the long term, the attitudes which have changed will return to their former levels.

APPENDIX A

JOB ATTITUDE SURVEY

Please circle the number to the right of each statement as it applies to your feelings.

- | | Strongly
Agree | Agree | Disagree | Strongly
Disagree |
|---|-------------------|-------|----------|----------------------|
| 1. I'll stay overtime to finish a job,
even if I'm not paid for it..... | 1 | 2 | 3 | 4 |
| 2. You can measure a person pretty
well by how good a job he/she does..... | 1 | 2 | 3 | 4 |
| 3. The major satisfaction in my life
comes from my job..... | 1 | 2 | 3 | 4 |
| 4. For me, mornings at work really fly
by..... | 1 | 2 | 3 | 4 |
| 5. I usually show up for work a little
early, to get things ready..... | 1 | 2 | 3 | 4 |
| 6. The most important things that
happen to me involve my work..... | 1 | 2 | 3 | 4 |
| 7. Sometimes I lie awake at night
thinking ahead to the next day's work.... | 1 | 2 | 3 | 4 |
| 8. I'm really a perfectionist about my
work..... | 1 | 2 | 3 | 4 |
| 9. I feel depressed when I fail at
something connected with my job..... | 1 | 2 | 3 | 4 |
| 10. I have other activities more important
than my work..... | 1 | 2 | 3 | 4 |
| 11. I live, eat, and breathe my job..... | 1 | 2 | 3 | 4 |
| 12. I would probably keep working even
if I didn't need the money..... | 1 | 2 | 3 | 4 |
| 13. Quite often I feel like staying home
from work instead of coming in..... | 1 | 2 | 3 | 4 |
| 14. To me, my work is only a small part
of who I am..... | 1 | 2 | 3 | 4 |
| 15. I am very much involved personally
in my work..... | 1 | 2 | 3 | 4 |

Strongly
 Agree Agree Disagree Strongly
 Disagree

- 16. I avoid taking on extra duties and responsibilities in my work.....1.....2.....3.....4
- 17. I used to be more ambitious about my work than I am now.....1.....2.....3.....4
- 18. Most things in life are more important than work.....1.....2.....3.....4
- 19. I used to care more about my work, but now other things are more important to me.....1.....2.....3.....4
- 20. Sometimes I'd like to kick myself for the mistakes I make in my work.....1.....2.....3.....4

APPENDIX B

WORK/HOME ATTITUDE SURVEY

Please read the following statements carefully and circle T (= true) or F (= false) or DK (= don't know) for each one.

Section I

Here are some statements about being a wife and mother. (If you do not have children, omit items 3, 4, 8, and 10.)

- T F DK 1. My family really shows that they appreciate all I do for them.
- T F DK 2. I get a lot of help from my husband with routine tasks in the home.
- T F DK 3. Being a mother leaves me enough time to spend on myself.
- T F DK 4. I would like more adult conversation and company than I get at home with the children.
- T F DK 5. I feel my family takes me too much for granted.
- T F DK 6. On the whole I have enough free time to do the things I want to do.
- T F DK 7. Life at home is too much the same routine day after day.
- T F DK 8. I wish my children showed their love for me more.
- T F DK 9. My family lives in accommodations that are too small.
- T F DK 10. One of the bad things about being a mother is that I often have to put my family first and go without things myself.
- T F DK 11. I sometimes get in a panic about the problems of running a home.

Section II

Here are some statements which have to do with having a job outside the home.
(If you do not have children, omit items 13,16,19, and 22.)

- T F DK 1. People where I work are very friendly.
- T F DK 2. My job is very boring.
- T F DK 3. I get the feeling of achieving something worthwhile in my job.
- T F DK 4. I only do my job because I need the money.
- T F DK 5. My boss is always ready to discuss people's problems.
- T F DK 6. My boss takes the work I do too much for granted.
- T F DK 7. I wish I had more security in my job.
- T F DK 8. There is a happy atmosphere in the place where I work.
- T F DK 9. I really dislike my job.
- T F DK 10. My boss is fair to everyone.
- T F DK 11. Where I work, management asks workers first about changing anything that affects them.
- T F DK 12. I am unhappy with my working conditions.
- T F DK 13. The hours I work make it very difficult to look after the children.
- T F DK 14. My job leaves me enough time to spend with my family and friends.
- T F DK 15. My husband (or roommate) listens to me if I want to talk about what's been happening at work.
- T F DK 16. I feel guilty about leaving my children when I go out to work.
- T F DK 17. When I am at work, I often worry about things to do with my home or children.
- T F DK 18. I get so involved with my job that I feel conflict of loyalty between my home and work responsibilities.
- T F DK 19. I find it hard to get my children looked after when I am at work.
- T F DK 20. My job gives me a welcome break from housework and children.

- T F DK 21. My husband thinks it's a good idea for me to go out to work.
- T F DK 22. My working hours fit in well with those of my husband, and this makes it easier to arrange for the children to be looked after.
- T F DK 23. Going to work makes me too tired to enjoy family life properly.
- T F DK 24. The amount of travel needed to go to work interferes with family life.

APPENDIX C

CONFIDENTIALGeneral Information Questionnaire

1. What is your birthdate? (Write in month and year of birth.)

_____ Month _____ Year

2. What is your marital status?

(Circle one.)

Single.....1
 Married.....2
 Separated, Divorced, or Widowed.....3

3. With whom do you currently live?

(Circle one.)

With my husband.....1
 With parents and husband.....2
 With parents.....3
 With other relatives.....4
 By myself.....5
 With male person(s) not related to me.....6
 With female person(s) not related to me.....7

4. How many children (including adopted children) do you have?

(Circle one.)

0.....1.....2.....3.....4.....5.....6 or more

5. How many of these children are adopted?

(Circle one.)

0.....1.....2.....3.....4.....5.....6 or more

6. What are the birthdates of your children (including adopted children)?

1st child _____ (month) _____ (year)
 2nd child _____ (month) _____ (year)
 3rd child _____ (month) _____ (year)
 4th child _____ (month) _____ (year)
 5th child _____ (month) _____ (year)
 6th child _____ (month) _____ (year)

7. How many of your children (including adopted children) live in your household?

(Circle one.)

0.....1.....2.....3.....4.....5.....6 or more

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

(Circle one.)

Grammar school.....1
 Junior high school (or middle school).....2
 High school.....3
 Vocational, trade, or business school:
 Less than 2 years.....4
 Two years or more.....5
 Some college (including two year degree).....6
 Finished college (four or five year degree).....7
 Master's degree.....8
 Ph.D. or equivalent.....9
 MD, LLB, BD, DD, DDS, or equivalent
 (specify degree: _____).... ..10
 Other (specify: _____).....11

9. Please describe below the job you currently hold. (If you hold more than one job, describe the one at which you work the most hours.)

a. What kind of business or industry is this? (For example, retail shoe store, restaurant, etc.)

(Write in): _____

b. What kind of job or occupation do you have in this business or industry? (For example, salesperson, waitress, secretary, etc.)

(Write in): _____

c. What are your most frequent activities or duties on this job? (For example, selling shoes, waiting on tables, typing and filing, etc.)

(Write in): _____

d. Are you:

(Circle one.)

- An employee of a PRIVATE company, bank, business, school, or individual working for wages, salary, or commission?.....1
- A GOVERNMENT employee (Federal, State, county, or local institution, or school).....2
- Self employed in your OWN business, professional practice, or farm.....3
- Working WITHOUT PAY in family business or farm.....4

e. When did you start working at this job?

_____ (month) _____ (year)

10. Do you usually work at home, or do you go somewhere else to perform your job?

(Circle one.)

- Home.....1
- Somewhere else.....2

11. How many hours do you usually work at this job in an average week?

_____ Hours per week

12. How many hours did you work at this job last week?

_____ Hours per week

13. Do you plan to return to your current job after the birth of your child?

(Circle one.)

- Yes, I plan to stay with my current employment.....1
- No, I plan to seek new employment.....2
- No, I plan to be unemployed.....3
- Undecided.....4

14. Will you be returning to work after the birth of your child because:

(Circle as many as apply.)

Does not apply, I will not be returning to work.....1
You want the social contact that the job offers.....2
You are highly committed to your career.....3
You need the money.....4
Other (Please specify): _____..5

15. How many hours per week do you plan to work at your job after your maternity leave is over?

_____ Hours per week

16. How long are you planning to take off work for your maternity leave after your child is born?

_____ Weeks

17. How satisfied are you with the following aspects of this job?

(Circle one number on each line.)

Very Fairly Not Very Not at all
Satisfied Satisfied Satisfied Satisfied

- a. Pay and fringe benefits...1.....2.....3.....4
 b. Importance and challenge..1.....2.....3.....4
 c. Working conditions.....1.....2.....3.....4
 d. Opportunity for promotion
 and advancement with this
 employer.....1.....2.....3.....4
 e. Opportunity for promotion
 and advancement in this
 line of work.....1.....2.....3.....4
 f. Opportunity to use past
 training and education....1.....2.....3.....4
 g. Security and permanence...1.....2.....3.....4
 h. Supervisor(s).....1.....2.....3.....4
 i. Opportunity for developing
 new skills.....1.....2.....3.....4
 j. Job as a whole.....1.....2.....3.....4
 k. The pride and respect I
 receive from my family and
 friends by being in this
 line of work.....1.....2.....3.....4

18. To what extent have you voluntarily participated in the following groups during the past six months? (By voluntarily, I mean you are not an employee of the group; by active participant, I mean that you attend the meetings or events; by member only I mean that you are on a mailing or telephone list so that you are kept informed of meetings and events.)

(Circle one number on each line.)

	Active Participant	Member Only	Not At All
a. Youth organizations, such as Little League coach, scouting, etc.....	1.....	2.....	3.....
b. Union, farm, trade, or professional association.....	1.....	2.....	3.....
c. Political clubs or organizations.....	1.....	2.....	3.....
d. Church or church-related activities (not counting worship services).....	1.....	2.....	3.....
e. Community centers, neighborhood improvement, or social-action associations or groups.....	1.....	2.....	3.....
f. Organized volunteer work, such as in a hospital.....	1.....	2.....	3.....
g. A social, hobby, garden, or card playing group.....	1.....	2.....	3.....
h. Sport teams or sport clubs.....	1.....	2.....	3.....
i. A literary, art, discussion, music, study group.....	1.....	2.....	3.....
j. Educational organizations, such as PTA or an academic group.....	1.....	2.....	3.....
k. Service organizations, such as Rotary, Junior Chamber of Commerce, Veterans, etc.....	1.....	2.....	3.....
l. A student government, newspaper, journal, or annual staff.....	1.....	2.....	3.....
m. Another voluntary group in which I participate.....	1.....	2.....	3.....

19. As of today, what does your husband (or roommate) do?

(Circle one.)

- He is working for pay at a full-time or part-time job.....1
 Enrolled in graduate or professional school.....2
 Taking academic courses at a two- or four-year college.....3
 Taking vocational or technical courses at any kind of school or college (for example, vocational, trade, business, or other career training school).....4
 On active duty in the Armed Forces (or service academy).....5
 Homemaker.....6
 Temporary layoff from work, looking for work, or waiting to report to work.....7
 Other (describe: _____).....8
 Does not apply, I have no husband or roommate.....9

20. Did your mother (or female guardian) usually work during the following periods of your life?

(Circle one number on each line.)

Did not work Worked part-time Worked full-time Does not apply

- When you were in high school...1.....2.....3.....4
 When you were in junior high school.....1.....2.....3.....4
 When you were in elementary school.....1.....2.....3.....4
 Before you went to elementary school.....1.....2.....3.....4

21. How helpful is your husband (or others with whom you live) with routine household chores, such as doing laundry, cooking, washing dishes, vacuuming, etc.?

(Circle one.)

- Helps on a daily basis.....1
 Helps a couple of times a week.....2
 Helps once a week.....3
 Helps a couple of times a month.....4
 Helps once a month or less.....5
 Does not help.....6
 Will help out in a crisis.....7
 Does not apply, I live alone.....8

22. How helpful is your husband (or others with whom you live) with routine child care, such as diapering, bathing, dressing, feeding, minding the children, etc.?

(Circle one.)

- Does not apply, we do not have young children.....1
- Helps on a daily basis.....2
- Helps a couple of times a week.....3
- Helps once a week.....4
- Helps a couple of times a month.....5
- Helps once a month or less.....6
- Does not help.....7
- Will help out in a crisis.....8
- Does not apply, I live alone.....9

23. Have you made day care arrangements for your baby for when you return to work?

(Circle one.)

- Yes.....1
- No.....2

24. For day care, will you be using:

(Circle one.)

- A day care center.....1
- An individual not related to you.....2
- Your spouse.....3
- A relative.....4
- Other (Please specify.): _____..5

25. How comfortable are you with your choice of day care?

(Circle one.)

- | | | | |
|-------------|-------------|---------------|---------------|
| Very | Pretty | Pretty | Very |
| Comfortable | Comfortable | Uncomfortable | Uncomfortable |
| 1..... | 2..... | 3..... | 4..... |

26. What is the due date of this pregnancy?

_____ (month/day/year)

27. Will you be having a PLANNED caesarean section?

(Circle one.)

Yes.....1
No.....2

28. Are you expecting a multiple birth?

(Circle one.)

Yes.....1
No.....2

29. Do you plan to breastfeed after you return to work?

(Circle one.)

Yes.....1
No.....2

30. Do you wish to be informed of the results of this study?

(Circle one.)

Yes.....1
No.....2

APPENDIX D

CONFIDENTIAL

1. What is your marital status?

(Circle one.)

Single.....1
 Married.....2
 Separated, Divorced, or Widowed.....3

2. With whom do you currently live?

(Circle one.)

With my husband.....1
 With parents and husband.....2
 With parents.....3
 With other relatives.....4
 By myself.....5
 With male person(s) not related to me.....6
 With female person(s) not related to me.....7

3. How many children (including adopted children) do you have?

(Circle one.)

0.....1.....2.....3.....4.....5.....6 or more

4. How many of your children (including adopted children) live in your household?

(Circle one.)

0.....1.....2.....3.....4.....5.....6 or more

5. Please describe below the job you currently hold. (If you hold more than one job, describe the one at which you work the most hours.)

a. What kind of business or industry is this? (For example, retail shoe store, restaurant, etc.)

(Write in): _____

b. What kind of job or occupation do you have in this business or industry? (For example, salesperson, waitress, secretary, etc.)

(Write in): _____

c. What are your most frequent activities or duties on this job? (For example, selling shoes, waiting on tables, typing and filing, etc.)

(Write in): _____

d. Are you:

(Circle one.)

- An employee of a PRIVATE company, bank, business, school, or individual working for wages, salary, or commission?.....1
- A GOVERNMENT employee (Federal, State, county, or local institution, or school).....2
- Self employed in your OWN business, professional practice, or farm.....3
- Working WITHOUT PAY in family business or farm.....4

e. When did you start working at this job?

_____ (month) _____ (year)

6. Do you usually work at home or do you go somewhere else to perform your job?

(Circle one.)

- Home.....1
- Somewhere else.....2

7. How many hours do you usually work at this job in an average week?

_____ Hours per week

8. How many hours did you work at this job last week?

_____ Hours per week

9. How long have you been back to work since your maternity leave was over?

_____ Weeks

10. Do you still work for the same employer for whom you were working when you filled out the previous set of questionnaires?

(Circle one.)

- Yes, I still work for the same employer.....1
 Yes, but I plan to change jobs within the
 next 30 days.....2
 No, I now work for a different employer.....3
 No, I am unemployed.....4

11. Did you return to work after the birth of your child because:

(Circle as many as apply.)

- Does not apply, you did not return to work.....1
 You want the social contact that the job offers.....2
 You are highly committed to your career.....3
 You need the money.....4
 Other (Please specify): _____..5

12. How long did you take off work for your maternity leave after your child was born?

_____ Weeks

13. How satisfied are you with the following aspects of this job?

(Circle one number on each line.)

	Very	Fairly	Not Very	Not at all
	Satisfied	Satisfied	Satisfied	Satisfied

- | | | | | |
|--|---|---|---|---|
| a. Pay and fringe benefits | 1 | 2 | 3 | 4 |
| b. Importance and challenge | 1 | 2 | 3 | 4 |
| c. Working conditions | 1 | 2 | 3 | 4 |
| d. Opportunity for promotion
and advancement with this
employer | 1 | 2 | 3 | 4 |
| e. Opportunity for promotion
and advancement in this
line of work | 1 | 2 | 3 | 4 |
| f. Opportunity to use past
training and education | 1 | 2 | 3 | 4 |
| g. Security and permanence | 1 | 2 | 3 | 4 |
| h. Supervisor(s) | 1 | 2 | 3 | 4 |
| i. Opportunity for developing
new skills | 1 | 2 | 3 | 4 |
| j. Job as a whole | 1 | 2 | 3 | 4 |
| k. The pride and respect I
receive from my family and
friends by being in this
line of work | 1 | 2 | 3 | 4 |

14. To what extent do you plan to voluntarily participate in the following groups during the next six months? (By voluntarily, I mean you are not an employee of the group; by active participant, I mean that you attend the meetings or events; by member only I mean that you are on a mailing or telephone list so that you are kept informed of meetings and events.)

(Circle one number on each line.)

	Active Participant	Member Only	Not At All
a. Youth organizations, such as Little League coach, scouting, etc.....	1.....	2.....	3
b. Union, farm, trade, or professional association.....	1.....	2.....	3
c. Political clubs or organizations.....	1.....	2.....	3
d. Church or church-related activities (not counting worship services).....	1.....	2.....	3
e. Community centers, neighborhood improvement, or social-action associations or groups.....	1.....	2.....	3
f. Organized volunteer work, such as in a hospital.....	1.....	2.....	3
g. A social, hobby, garden, or card playing group.....	1.....	2.....	3
h. Sport teams or sport clubs.....	1.....	2.....	3
i. A literary, art, discussion, music, study group.....	1.....	2.....	3
j. Educational organizations, such as PTA or an academic group...1.....	2.....	3	
k. Service organizations, such as Rotary, Junior Chamber of Commerce, Veterans, etc.....	1.....	2.....	3
l. A student government, newspaper, journal, or annual staff.....	1.....	2.....	3
m. Another voluntary group in which I participate.....	1.....	2.....	3

15. As of today, what does your husband (or roommate) do?

(Circle one.)

Working for pay at a full-time or part-time job.....1
 Enrolled in graduate or professional school.....2
 Taking academic courses at a two- or
 four-year college.....3
 Taking vocational or technical courses at any kind
 of school or college (for example, vocational,
 trade, business, or other career training school).....4
 On active duty in the Armed Forces
 (or service academy).....5
 Homemaker.....6
 Temporary layoff from work, looking for work, or
 waiting to report to work.....7
 Other (describe: _____).....8

16. How helpful is your husband (or others with whom you live) with routine household chores, such as doing laundry, cooking, washing dishes, vacuuming, etc.?

(Circle one.)

Helps on a daily basis.....1
 Helps a couple of times a week.....2
 Helps once a week.....3
 Helps a couple of times a month.....4
 Helps once a month or less.....5
 Does not help.....6
 Will help out in a crisis.....7

17. How helpful is your husband (or others with whom you live) with routine child care, such as diapering, bathing, dressing, feeding, minding the children, etc.?

(Circle one.)

Helps on a daily basis.....1
 Helps a couple of times a week.....2
 Helps once a week.....3
 Helps a couple of times a month.....4
 Helps once a month or less.....5
 Does not help.....6
 Will help out in a crisis.....7

18. What kind of child care are you using for your baby while you are at work?

(Circle one.)

A day care center.....1
 An individual not related to you.....2
 Your spouse.....3
 A relative.....4
 Other (Please specify.): _____..5

19. How comfortable are you with your choice of day care?

(Circle one.)

Very	Pretty	Pretty	Very
Comfortable	Comfortable	Uncomfortable	Uncomfortable
1.....	2.....	3.....	4.....

20. What was the date of your baby's birth?

_____ (month/day/year)

21. Did you have other than a normal vaginal delivery (such as forceps, caesarean section, induction, pitocin labor augmentation, etc.)?

(Circle one.)

No, the birth was normal.....1
 Yes, the birth was not considered normal
 (Please specify): _____..2

22. Did you have a multiple birth?

(Circle one.)

Yes.....1
 No.....2

23. Are you currently breastfeeding your baby?

(Circle one.)

Yes.....1
No.....2

24. Do you wish to be informed of the results of this study?

(Circle one.)

Yes.....1
No.....2

25. Do you have any additional thoughts you would like to share?

APPENDIX E

CONFIDENTIALGeneral Information Questionnaire

1. What is your birthdate? (Write in month and year of birth.)

_____ Month _____ Year

2. What is your marital status?

(Circle one.)

Single.....1
 Married.....2
 Separated, Divorced, or Widowed.....3

3. With whom do you currently live?

(Circle one.)

With my husband.....1
 With parents and husband.....2
 With parents.....3
 With other relatives.....4
 By myself.....5
 With male person(s) not related to me.....6
 With female person(s) not related to me.....7

4. How many children (including adopted children) do you have?

(Circle one.)

0.....1.....2.....3.....4.....5.....6 or more

5. How many of these children are adopted?

(Circle one.)

0.....1.....2.....3.....4.....5.....6 or more

6. What are the birthdates of your children (including adopted children)?

1st child _____ (month) _____ (year)
 2nd child _____ (month) _____ (year)
 3rd child _____ (month) _____ (year)
 4th child _____ (month) _____ (year)
 5th child _____ (month) _____ (year)
 6th child _____ (month) _____ (year)

7. How many of your children (including adopted children) live in your household?

(Circle one.)

0.....1.....2.....3.....4.....5.....6 or more

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

(Circle one.)

Grammar school.....1
 Junior high school (or middle school).....2
 High school.....3
 Vocational, trade, or business school:
 Less than 2 years.....4
 Two years or more.....5
 Some college (including two year degree).....6
 Finished college (four or five year degree).....7
 Master's degree.....8
 Ph.D. or equivalent.....9
 MD, LLB, ED, DD, DDS, or equivalent
 (specify degree: _____).....10
 Other (specify: _____).....11

9. Please describe below the job you currently hold. (If you hold more than one job, describe the one at which you work the most hours.)

a. What kind of business or industry is this? (For example, retail shoe store, restaurant, etc.)

(Write in): _____

b. What kind of job or occupation do you have in this business or industry? (For example, salesperson, waitress, secretary, etc.)

(Write in): _____

c. What are your most frequent activities or duties on this job? (For example, selling shoes, waiting on tables, typing and filing, etc.)

(Write in): _____

d. Are you:

(Circle one.)

- An employee of a PRIVATE company, bank, business, school, or individual working for wages, salary, or commission?.....1
- A GOVERNMENT employee (Federal, State, county, or local institution, or school).....2
- Self employed in your OWN business, professional practice, or farm.....3
- Working WITHOUT PAY in family business or farm.....4

e. When did you start working at this job?

_____ (month) _____ (year)

10. Do you usually work at home or do you go somewhere else to perform your job?

(Circle one.)

- Home.....1
- Somewhere else.....2

11. How many hours do you usually work at this job in an average week?

_____ Hours per week

12. How many hours did you work at this job last week?

_____ Hours per week

13. How satisfied are you with the following aspects of this job?

(Circle one number on each line.)

	Very	Fairly	Not Very	Not at all
	Satisfied	Satisfied	Satisfied	Satisfied

- a. Pay and fringe benefits...1.....2.....3.....4
- b. Importance and challenge..1.....2.....3.....4
- c. Working conditions.....1.....2.....3.....4
- d. Opportunity for promotion
and advancement with this
employer.....1.....2.....3.....4
- e. Opportunity for promotion
and advancement in this
line of work.....1.....2.....3.....4
- f. Opportunity to use past
training and education....1.....2.....3.....4
- g. Security and permanence...1.....2.....3.....4
- h. Supervisor(s).....1.....2.....3.....4
- i. Opportunity for developing
new skills.....1.....2.....3.....4
- j. Job as a whole.....1.....2.....3.....4
- k. The pride and respect I
receive from my family and
friends by being in this
line of work.....1.....2.....3.....4

14. To what extent have you voluntarily participated in the following groups during the past six months? (By voluntarily, I mean you are not an employee of the group; by active participant, I mean that you attend the meetings or events; by member only I mean that you are on mailing or telephone list so that you are kept informed of meetings and events.)

(Circle one number on each line.)

	Active Participant	Member Only	Not At All
a. Youth organizations, such as Little League coach, scouting, etc.....	1.....	2.....	3.....
b. Union, farm, trade, or professional association.....	1.....	2.....	3.....
c. Political clubs or organizations.....	1.....	2.....	3.....
d. Church or church-related activities (not counting worship services).....	1.....	2.....	3.....
e. Community centers, neighborhood improvement, or social-action associations or groups.....	1.....	2.....	3.....
f. Organized volunteer work, such as in a hospital.....	1.....	2.....	3.....
g. A social, hobby, garden, or card playing group.....	1.....	2.....	3.....
h. Sport teams or sport clubs.....	1.....	2.....	3.....
i. A literary, art, discussion, music, study group.....	1.....	2.....	3.....
j. Educational organizations, such as PTA or an academic group...1.....	2.....	3.....	
k. Service organizations, such as Rotary, Junior Chamber of Commerce, Veterans, etc.....	1.....	2.....	3.....
l. A student government, newspaper, journal, or annual staff.....	1.....	2.....	3.....
m. Another voluntary group in which I participate.....	1.....	2.....	3.....

15. As of today, what does your husband (or roommate) do?

(Circle one.)

- He is working for pay at a full-time or part-time job.....1
 Enrolled in graduate or professional school.....2
 Taking academic courses at a two- or four-year college.....3
 Taking vocational or technical courses at any kind of school or college (for example, vocational, trade, business, or other career training school).....4
 On active duty in the Armed Forces (or service academy).....5
 Homemaker.....6
 Temporary layoff from work, looking for work, or waiting to report to work.....7
 Other (describe: _____).....8
 Does not apply, I have no husband or roommate.....9

16. Did your mother (or female guardian) usually work during the following periods of your life?

(Circle one number on each line.)

Did not work Worked part-time Worked full-time Does not apply

- When you were in high school...1.....2.....3.....4
 When you were in junior high school.....1.....2.....3.....4
 When you were in elementary school.....1.....2.....3.....4
 Before you went to elementary school.....1.....2.....3.....4

17. How helpful is your husband (or others with whom you live) with routine household chores, such as doing laundry, cooking, washing dishes, vacuuming, etc.?

(Circle one.)

- Helps on a daily basis.....1
 Helps a couple of times a week.....2
 Helps once a week.....3
 Helps a couple of times a month.....4
 Helps once a month or less.....5
 Does not help.....6
 Will help out in a crisis.....7
 Does not apply, I live alone.....8

18. How helpful is your husband (or others with whom you live) with routine child care, such as diapering, bathing, dressing, feeding, minding the children, etc.?

(Circle one.)

- Does not apply, we do not have young children.....1
 Helps on a daily basis.....2
 Helps a couple of times a week.....3
 Helps once a week.....4
 Helps a couple of times a month.....5
 Helps once a month or less.....6
 Does not help.....7
 Will help out in a crisis.....8
 Does not apply, I live alone.....9

19. If you have pre-school children, what kind of day care are you using for when you are at work?

(Circle one.)

- A day care center.....1
 An individual not related to you.....2
 Your spouse.....3
 A relative.....4
 Other (Please specify.):.....5
 Does not apply, I have no pre-school children.....6

20. How comfortable are you with your choice of day care?

(Circle one.)

- | | | | |
|-------------|-------------|---------------|---------------|
| Very | Pretty | Pretty | Very |
| Comfortable | Comfortable | Uncomfortable | Uncomfortable |
| 1..... | 2..... | 3..... | 4..... |

21. Do you wish to be informed of the results of this study?

(Circle one.)

- Yes.....1
 No.....2

1954 FOLLOWING

1954

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APPENDIX F

DESCRIPTION OF JOB ATTITUDE STUDY

My name is Rosemary Garris. I am a graduate student at the University of Central Florida, and I am currently working on my master's thesis in Industrial/Organizational Psychology. I am interested in the job attitudes of working mothers. The current study I am conducting will attempt to determine whether there is a relationship between childbearing and job attitudes.

If you give your consent to participate in the current master's thesis research you will be asked to fill out a general information sheet about yourself. You will also be asked to fill out a job attitude questionnaire and a questionnaire about your home and employment roles. I would like you to do this right now and then again two weeks after you have returned to your job after any maternity leave has elapsed. AT NO TIME DURING THIS STUDY, OR AFTER IT HAS BEEN COMPLETED, WILL ANY INFORMATION ABOUT ANY INDIVIDUAL IN THIS STUDY BE RELEASED TO ANYONE. All information will be assigned a number, and names will be removed from the files. I will obtain the date of your childbirth from the hospital and will contact you approximately one month afterwards to find out when you plan to return to work. After you have been back to work for two weeks I will call to verify your home address and will then mail you a new information sheet and questionnaires. A postage paid return envelope will be included for you to return the forms to me. If you wish to know the results of this research I will send you a summary when the study is complete.

I would also like you to ask a friend or acquaintance at work to fill out the same forms that you will be filling out. The woman you select should be within five years of your age, married, be the same race as you, work approximately the same number of hours per week, as you do, and hold a job of a similar level to yours. She should not be pregnant, and should be willing to participate in the study. The participation of your friend or acquaintance is an integral part of the study, so please notify me if you cannot find anyone.

If at any time during this study you decide you no longer wish to participate please contact me at 646-5130 during office hours.



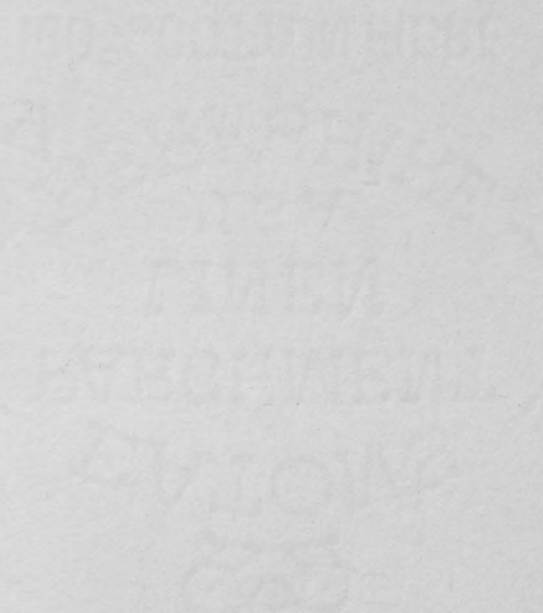
APPENDIX G

DESCRIPTION OF JOB ATTITUDE STUDY

My name is Rosemary Garris. I am a graduate student at the University of Central Florida, and I am currently working on my master's thesis in Industrial/Organizational Psychology. I am interested in the job attitudes of working mothers. The current study I am conducting will attempt to determine whether there is a relationship between childbearing and job attitudes.

If you give your consent to participate in the current master's thesis research you will be asked to fill out a general information sheet about yourself. You will also be asked to fill out a job attitude questionnaire and a questionnaire about your home and employment roles. I would like you to do this as soon as possible after you receive it (within the next couple of days) and then again in approximately two to three months. They will be sent to you in the mail at that time. Because you are not currently pregnant you will be in the "control" group. However, the information you will provide is vitally important to the current research. AT NO TIME DURING THIS STUDY, OR AFTER IT HAS BEEN COMPLETED, WILL ANY INFORMATION ABOUT ANY INDIVIDUAL IN THIS STUDY BE RELEASED TO ANYONE. All information will be assigned a number, and names will be removed from the files. In approximately two to three months I will call to verify your home address and will then mail you a new information sheet and questionnaires. A postage paid return envelope will be included for you to return the forms to me. If you wish to know the results of this research I will send you a summary when the study is complete.

If at any time during this study you decide you no longer wish to participate please contact me at 646-5130 during office hours.



APPENDIX H

INFORMED CONSENT

I have been informed about the nature of the master's thesis research that is being carried out by Rosemary Garris, a student enrolled in the Industrial/Organizational Psychology Master's Degree program at the University of Central Florida, and hereby consent to participate in the current study. I understand if at any time during this study I decide that I no longer wish to participate I may do so without penalty or prejudice.

SIGNATURE

DATE

APPENDIX I

INSTRUCTIONS

This set of questionnaires will solicit general information, job attitudes, and feelings about your home and work roles. Please follow the instructions you will find at the beginning of each of the questionnaires. It should take you about 15 minutes to complete the set. Before beginning please fill out the information requested below. Thank you for your cooperation and interest.

Name:

Address:

Home Phone Number:

Work Phone Number:

What is the name of the study participant who gave you this packet of questionnaires?

LOCKE FOUNDATION



APPENDIX J

STRENGTH
BY LOVE

CONGRATULATIONS!!

Congratulations on the birth of your new baby!!! To refresh your memory, my name is Rosemary Garris. I am the UCF graduate student who attended one of your Lamaze classes and asked the working mothers to fill out a set of questionnaires for my master's thesis. Enclosed is the follow-up set of questionnaires. You will find that it is shorter than the one you filled out in class. It should only take you about 10 minutes to complete. Please fill it out as soon as possible, and return it using the enclosed postage paid, pre-addressed envelope.

Thank you so very much for helping me to move toward the goal of graduation. I sincerely appreciate the contribution of your time and effort! If you have any questions or comments please call me at 646-5130 during office hours.

NAME: _____ DATE: _____
(PLEASE WRITE CLEARLY)

APPENDIX K

GREETINGS!!

To refresh your memory, my name is Rosemary Garris. I am the UCF graduate student who is studying the relationship between job attitudes and childbirth. Some time ago you completed and returned a set of questionnaires to me. Enclosed is the follow-up set of questionnaires. You will find it is shorter than the previous set and should only take you about 10 minutes to complete. Please fill it out as soon as possible, and return it using the enclosed postage paid, pre-addressed envelope.

Thank you so very much for helping me to move toward the goal of graduation. I sincerely appreciate the contribution of your time and effort! If you have any questions or comments please call me at 646-5130 during office hours.

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