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## Factors Associated with Stress in Working Mothers

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FACTORS ASSOCIATED WITH STRESS IN WORKING MOTHERS

By

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B.A., University of Central Florida, 1982

Thesis

Submitted in partial fulfillment of the requirements  
for the Master of Science degree in  
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## INTRODUCTION

Stress can be defined as the individuals psychophysiological response, mediated largely by the autonomic nervous system and the endocrine system, to any demand made on the individual (Selye, 1976). Stress, for the purposes of this study, will be considered a global term to describe the multiple work and home demands unique to working mothers, as perceived by the individual. This provides a psychological definition.

Occupational stress is a condition in which some factor or combination of factors on the job environment interact with the worker to disrupt his or her psychological or physiological homeostasis (Margolis & Kroes, 1974). It is most likely to occur when there is a poor fit between the individual and the environment. There can be stimulus overload, when the job makes demands beyond the worker's capability; stimulus underload, when the worker's needs are frustrated by an unstimulating job; uncertainty about performance criteria; or ambiguity about the best way to do the job and how one ought to relate to co-workers and superiors. Overload can also be created by jobs in which there is excessive and often conflicting information about one's expected role.

Home stress is a combination of factors, such as the

care and responsibility of the children and the house and the guilt associated with the variables. It can be further defined as all the responsibilities of the care and feeding of the family, all housework, social responsibilities and the emergency problems, common to family living, that crop up during the day.

According to Kinzer, in her book Stress and the American Women (1979), stress is an important factor in illness and can cause a reaction in a variety of ways, such as losing the ability to cope with life's problems. Although stress can be fatal it is still considered a normal part of life. The normal physical reaction of stress is the release of hormones. The pituitary gland releases adrenocorticotrophic hormone (ACTH) which stimulates the adrenal glands to release corticosteroids. The pituitary and adrenal glands work together to balance the body's chemistry and regulate the function of the other organs. When stress is excessive, these functions may become unbalanced and cause medical problems.

Medically, working women are joining the ranks of the working male in illness. There is an increase in coronary heart disease, an increase in lung cancer, and an increase in the occurrence of peptic ulcers (Warshaw, 1979). More women now smoke, as opposed to previous years, in keeping with the business world, thus increasing their risk of

related illness. Schaar (1977) found that women in professions that are traditionally male, such as medicine, commit suicide three times more often than women of the general population. Mulford (1977) states that serious drinking problems tend to begin later in life for women and progress more rapidly than for men. For example, fewer women report problems with police, employers or with finances but have more alcohol related health problems. Mulford (1977) suggests that women begin heavy drinking in response to crisis and serious emotional problems, therefore, an alcohol program should not neglect women in the work force.

Job burnout can be one of the results of the general stress syndrome of working women. Veninga and Spradley (1981) define job burnout as a process that consists of five phases. Phase One they have labeled the "honeymoon", characterized by a strong desire to succeed, a feeling of being perfectly matched to the job, and the development of habits, either effective or ineffective, for dealing with stress. Phase Two, labeled the "fuel shortage", is characterized by a vague feeling of loss and disappointment in the job. The five early warning signals best dealt with during this phase are job dissatisfaction, inefficiency at work, fatigue, sleep disorders, and escape activities. Phase Three consists of the chronic symptoms,



exhaustion, anger, depression, and physical illness. Repeaters who continually go through these three phases attack the problems at this point, develop new safety values, and recover quickly. Phase Four is the crisis, where the symptoms become critical, there is an obsession with frustrations and the individual is pessimistic and filled with self doubts and evidences an escape mentality. The final phase, Phase Five, is the loss of control and can end a work career. Job burnout, along with the other physical problems related to stress, is becoming a significant problem for working mothers. With increasing number of women joining the work force, these problems, along with the other perceived stresses, are gaining relevance to the employer.

Tavris and Offir (1977) maintain that there are three main reasons that account for the fact that more and more women are working in today's society: economic conditions, educational opportunities, and declining family size. The life expectancy for women has increased to 74 years, extending the time that a woman would not be involved in the caring for young children and freeing them to join the labor force (Forisha, 1977). Finally, Spence et al. (1977) have pointed out that young widowhood is becoming a greater reality and divorce is increasing and becoming more socially acceptable. These women generally

have limited resources and need to work. Thus, unprecedented numbers of women entering the labor force are changing the role of women in our society. In addition, these changing roles almost certainly result in increased stressors for the working women.

There are several factors that influence the amount of stress that the working mother perceives. The physical reaction, as described above, is in response to the individual's perceived stress. These stresses appear to be particularly evident in women with dual-career marriages, women who are divorced and women who suffer a high degree of guilt about working.

#### Dual Career Marriages

The traditional role of women in our society imposes cultural and social stresses which men escape (Warshaw, 1977). Working women are particularly subject to stress, both the stresses and strains of the working male but also those unique to her. Kinzer (1979) states that a woman working as the only female in her organization or work group is often subject to more psychological pressure. Kinzer (1979) also makes the point that many working women carry a double burden. The woman must take care of the home responsibilities plus the job responsibilities.

Richard Berk and Sara Berk (1978), using a sixty item

survey asking questions on the divisions of household labor, found that household tasks are shared inequitably by dual career couples. The wife was responsible for 85% of the household jobs, such as laundry or the dishes, regardless of the presence of children or the nature of her work. The husband is the reserve force and the wife the major laborer. St. John-Parsons (1978) in an intensive study of the careers, family backgrounds, marital backgrounds, and domestic patterns of 10 continuous dual-career families, using an in-depth guided interview approach, found that there was little integration of work situations, that parents experienced severe overload problems, kinship ties were loosened and social life decreased. In the division of household chores the major responsibility seemed to be undertaken by the wife with the exception of car care, the domain of the husband.

Walker (1973) found that the wife who is employed outside the home spends an average of four to eight hours per day on housework and child care. A woman who does not work outside the home spends an average of five to twelve hours per day on domestic tasks. These results seem to show that the working woman puts in a minimum of a twelve hour working day. Husbands, whether or not their wives work outside the home, spend an average of one to three

hours per day on domestic tasks (Walker, 1973).

A study by Huber and Spitze (1983) investigated how people respond to issues related to the cost and benefits of rearing children and working for pay. They asked respondents about the division of labor and household decision making, as well as how they felt about a variety of topics concerning marriage, children, work and other issues related to sex roles. The major explanatory variable that integrated this study was the wife's labor force status. They tested four hypotheses about the division of household labor as perceived by each spouse. The variables measured were the effect of time availability, determined by employment status; relative power, as measured by wife/husband earnings and education ratios, spouses perception of household decision making, and frequency of thought of divorce; of sex role attitudes; and the husband's and wife's preference for house or market work. They found that the wife's employment was especially influential in determining the division of labor. In contrast, they found that the wife/husband earnings and education ratio had no significant effects. The husbands thought of divorce decreased his household contribution to familial chores. Non-traditional sex role attitudes of both spouses, especially of husbands, increased equality of household

input. Finally, they found that the wife's preference for housework increased her share. However, they found that these effects disappeared with controls for the wife's employment. Huber and Spitze (1983) predict that the division of household labor will become more evenly distributed only over the long run, as woman's increased labor force participation necessarily reduces their time input to housework. They also found that among the married couples in their sample, 78% think housework should be shared equally if both spouses are fully employed, even though their own behavior failed to reflect this ideal.

Shainess (1980) in a survey of 22 of her patients, found that they carried the major burdens of household care, child care, and social responsibilities. The stress from these burdens caused slippage into more gender stereotyped roles. All twenty two individuals were employed, eleven had had at least one divorce, three had a divorce pending, five declared that they do not want any children, and nine have from 1 to 3 children. Shainess also found that the less assertive that the woman was, the more she either succumbed or wrangled over the division of labor at home. The attempt to weigh out equal tasks or rotate them seemed to Shainess to be a superficial way to cope with deeper problems. She also stated that it is

surprising to realize how many men have been reared without a sense of responsibility for their own care or for order in the home. Striking is the fact that in no instance did the men, the husbands of the subjects, have a feeling of concern or sense of responsibility for the home. Some men would cooperate but it would remain the wife's responsibility and obligation to see to the household repairs, to arrange for the childrens lessons or medical appointments, and arrange for the details of the social life. A recent study by Albrecht et al. (1979) found that in a survey of married people under the age of thirty, over 90% of the men and woman said that the wife should do more housework than the husband. These studies appear to demonstrate that women are responsible for the majority of work in the home and with the children, regardless of their own employment. This would seem to impose additional home stress on the working mother.

There are positive factors involved with dual career marriages. Hoffman and Nye (1974) have found that working women tend to have husbands who help in household tasks more than husbands of non-working women. Miller (1975) has shown that the children of working women see their mothers as less restricted to the home and more active in the world. They see both men and women doing a variety of adult tasks both inside and outside the home. In her

dissertation, Geraldine Ryan (1981) determined the characteristics of a successful dual career marriage. Ryan asked two major questions: 1. Would congruence of self concept, personality characteristics, and perception of role function and expectation be greater in dual career marriages than in traditionally married couples? and 2. Would there be a statistically significant difference in self concept, personality characteristics, and perception of role function and expectation in the dual career couple and the traditional couple? Ryan used a selected sample of thirty dual career and traditional couples married in excess of twenty years who had completed the Tennessee Self Concept Scale, the 16 PF, and the Pair Attraction Inventory. The results obtained in this study found that the dual career couples perceived their relationship as equitable and egalitarian. The females of these dual career couples scored highest on the traits viewed as traditionally masculine. The dual career couples also demonstrated fewer sex linked differences than was believed to prevail in the general population. Furthermore, Hunt and Hunt (1977) proponents of the dual career family, feel that the major strength of this lifestyle is that it permits sex role changes without abandoning existing economic and family traditions.

However, most people still assume that the husband

will be committed to his career and the wife is expected to see her career as secondary to her other career of motherhood and less important than her husband's career (Holstrom, 1972). Roland and Harris (1979) have stated that choosing dual careers forces a change in the family structure, and that stresses and strains must result from changing family roles. Weingarten (1978) feels that dual career couples negotiate with each other so consciously or unconsciously the woman takes responsibility for the child care tasks as a means of compensation for their guilt feelings for their hours away from home. The men accept responsibility for the kinds of family contributions, such as gardening, that are less threatening to their masculine image. Pleck (1977) has found that the demands of a working woman's family role are permitted to intrude into her work role, women are expected to accommodate the demands of the two roles but to give the family role priority.

#### Divorce

Astin (1969) found that women professionals have higher divorce rates than women of the general population. This could demonstrate the end of the obligation to stay in a marriage for financial reasons. Working women now have independent means.



Another source of stress for the divorced working mother is the absence of a man about the house either as a marriage surrogate or in other capabilities. Many women in Shainess' study (1980), for example, report an unsatisfactory social life. When divorced, sexual problems and the difficulty of forging emotional ties with a man add to their discontent. Shainess (1980) summed up her patients by saying that they were "old style" women reaching into "new style" endeavors. Among highly achieving and successful women there appears to be a greater toughness, sense of independence, and determination that no other aspect of life or relatedness would interfere with career success.

According to Kinzer (1979), women in the business world think they must be aggressive, competitive, and non-nurturant. "Women Professionals often assume that they must stop being female and become cruel, tough, vindictive and ruthless men."

Many divorced women are re-entering the job market for the first time in many years. A study by Moulton (1980) has found that when women re-enter the job market, some experience re-entry anxiety almost to the point of panic. There is also performance anxiety that reflects a difficulty in asserting herself in the business world and her fear of success when she does. The working woman must

deal with the "good little girls" difficulty in holding her own and demanding her rights when facing hostility. She also must deal with a conflict between a woman's sense of personal identity and professional identity in which marriage may be seen as a threat to her autonomy.

### Guilt

A final form of stress that the working mother must deal with is guilt. Hoffman and Nye (1974) have shown that women who work and hate their jobs have less guilt than women who like their jobs. Women can alleviate the guilt of leaving their children alone if they must work because of financial reasons, divorce, abandonment, or widowhood. Women who are comfortably well off and receive joy from their jobs correspondingly increase their guilt level. Overcoming the guilt is not easy; the mother must realize that she can not be all things to her children. The stress of being a working mother can be eased somewhat by recognizing her own demands, her own needs, and the needs of her children (Hoffman and Nye, 1974).

### Coping Mechanisms

Different coping mechanisms can act as mediators in reactions to stress. They influence tolerance levels for the individual. One major form of coping mechanism; is the reaction known as "fear of success." Horner (1968)

defines this as the motive that women have to avoid success because they expect negative consequences if they are indeed successful. Cherry and Deaux (1975) investigated fear of success for men and women in non-traditional settings and concluded that when success occurs in a situation in which neither men or women are expected to achieve, both men and women will predict negative consequences for success. This last research seems to demonstrate that this coping mechanism can occur in either men or women.

#### Conclusions

There is disagreement within the literature as to the extent and effects of these special stresses of women. The National Commission on Working Women (1979) found that 80% of all employed women were in clerical, service, sales, factory or plant jobs where their work is "undervalued, underpaid, and underappreciated." It also found that the average working woman is isolated and lonely, trapped and frustrated in a dead end job. Of those surveyed, 55% reported that they had no leisure time. These women are working two jobs; the unpaid job in the home that goes on before, during and after the paid one. Women from different socialization influences and with different self perceptions appear to have different

reactions and tolerance levels to these special job and home stresses.

For example, Alice Rossi (1965) found that women in male professions presented a profile of reasonably well adjusted women who were more often than not only or eldest children. They came from homes of highly educated people who took a deep interest in their daughter's education and aspirations. Other factors than background seem to influence the amount of perceived stress. Ryan (1981) found that women of dual career couples scored highest on the Tennessee Self Concept Inventory in traits viewed as traditionally masculine and viewed their relationship as equitable and egalitarian. Huber and Spitze (1983) found that non-traditional sex-role attitudes of both spouses, especially in husbands, increased equality of household input, thereby reducing home stress. These differences in the literature typify the research that is available. What information that exists is fragmentary and sparse. There is no published theory available that addresses these issues of stress factors in working mothers.

### Hypotheses

The purpose of this study was to assess the relationship between individual self concepts and amount of perceived stress in working mothers. The variables

were the individual's self concept score for masculinity, femininity, androgyny, and undifferentiated variables, and the amount of perceived stress in the home and at work.

The hypotheses were:

1. More masculine and androgynous subjects will exhibit lower degrees of job stress.
2. More masculine and androgynous subjects will exhibit higher degrees of home stress.
3. More feminine and undifferentiated subjects will exhibit higher degrees of job stress.
4. More feminine and undifferentiated subjects will exhibit lower degrees of home stress.
5. There will be a moderately positive correlation between job stress and home stress.

## METHOD

### Subjects

The subjects used for this study were 74 full time working mothers. These women were between the ages of 18 and 65, either married or divorced and living alone. Of the 74 subjects, 54 were married and 20 were divorced and living alone. All children living at home were under the age of 18.

The subjects median age group was the 36-45 group, with 36 individuals falling in that category. Of the other subjects; 3 were in the 18-25 age group, 23 were in the 23-35 age group, 12 were in the 46-55 age group, and 2 were in the 55-65 age group.

The subjects median number of children was 2, with 25 individuals in this category. Of the other subjects; 23 had 1 child, 17 had 3 children, and 9 had over 3 children. The age of the children ranged from 17 subjects reporting toddlers, 27 subjects reporting elementary age, 22 subjects reporting middle school age, and 38 subjects reporting high school age. Many subjects reported children in two or more age groups.

Most subjects did not report any outside help, with only 6 individuals having full time help for either the house and/or the children and 18 individuals reporting

part time help for either the house and/or the children.

Subjects reported salaries ranging from under \$10,000 to over \$30,000. Seven individuals reported salaries under \$10,000, 13 individuals reported salaries from \$10,000 to \$14,999, 20 individuals reported salaries from \$20,000 to \$24,999, 11 individuals reported salaries from \$25,000 to \$25,999;, and 3 individuals reported salaries over \$30,000.

Appendix B gives a complete breakdown of subject characteristics.

The subjects were drawn from companies in the southeast (e.g. schools, hospitals with the distribution of the questionnaires handled by the Personnel Office. The questionnaires were collected one week later through the same Personnel Office. These questionnaires took no longer than 20 minutes to fill out.

#### Procedure and Apparatus

All subjects were asked to fill out three questionnaires. These questionnaires were the Spielberger Job Stress Survey, the Bem Sex-Role Inventory, and a home stress survey. There was also an informed consent sheet explaining the purpose of this study. Lastly, a cover sheet was included explaining the information in the the survey booklet (See Appendix A - Survey Booklet). These

surveys were presented in random order.

The Job Stress Survey, developed by Dr. Charles D. Spielberger of the University of South Florida, is a measure of perceived stress on the job. It originally began as a police job stress form and the current form was generalized from this. There are no validity studies available on this survey at this time. The Job Stress Survey consists of three parts. Part 1 is a measurement of stress for job related events identified as stressful by employees in a variety of occupations. It consists of 30 items to be rated on a scale of 1 to 9 with 1 describing a low amount of stress and 9 describing a high amount of stress. A score of 5 is considered moderate. Part 2 is a measure of frequency of stressful job related events. It consists of 30 statements to be rated on an occurrence scale of 1 day to 9+ days during the past 6 months. The third part is a measure of the stressful job related events that are unique to the organization of the individual filling out the form. For each event the individual is to rate the amount of stress associated with it and indicate the number of days during the past six months it has occurred.

The method of scoring this test depends on its purpose. For the purposes of this study it was necessary to multiply each rating in Part 1 with the frequency



rating of the matching item in Part 2. A high score indicated a high amount of stress at work for the individual and a low score indicated a low amount. The high scores and low scores were differentiated by scores above and below the population mean of 24.33. Part 3, with each item consisting of two answers, was scored by multiplying each answer by the other matching one. This determined the amount of stress for the individual for those events unique to their organization. Finally, the amounts obtained by multiplying Part 1 and Part 2 together and the scores obtained by multiplying the Part 3 segments together were added and then averaged to determine a mean score for the individual. Again, a high score indicated a high amount of perceived job stress and a low score indicated a low amount of perceived job stress. For items that were non-applicable, the subject was asked to score them as 1.

The Bem Sex-Role Inventory, developed by S. L. Bem (1974), is a self-concept measure of androgyny in the individual. androgyny is a concept of the levels of male and female dimensions within the individual. An androgynous individual is one who is high in both male and female dimensions (Middlebrook, 1980). The Bem Sex-Role Inventory (BSRI) includes both a Masculinity and Femininity scale, each of which contains 20 personality

characteristics. There are also 20 neutral characteristics. The BSRI was founded on the concept of the sex-typed person as someone who has internalized society's sex-typed standards of desirable behavior for men and women. Because of this the personality characteristics were selected as masculine or feminine on the basis of sex-typed social desirability. The BSRI asks an individual to indicate on a 7 point scale how well each of the 60 characteristics describes them. On the basis of these answers each person received one of four major scores; a Masculinity score, a Femininity score, an Androgyny score or an Undifferentiated score. The Masculinity and Femininity scores indicated the extent to which an individual finds the masculine and feminine personality characteristics self descriptive. The Masculinity score was defined as a masculine mean score of above 5.0 for endorsed masculine items and the Femininity score was defined as a feminine mean score of above 4.9 for endorsed feminine items (LaFrance and Carmen, 1980). The androgyny score reflected the relative amounts of masculinity and femininity the Person includes in their self rating. It best characterizes the nature of the Person's total sex role. The androgyny score was defined as both the feminine and masculine mean scores above 4.9 and 5.0 respectively. Undifferentiated scores were

defined as both masculine and feminine mean scores below 5.0 and 4.9 respectively.

Internal consistency was determined using coefficient alpha, computed separately for the Masculinity, Femininity, and Undifferentiated scores. The results showed all three scores to be highly reliable, ranging from .70 to .92. Because the reliability of the androgyny t ratio could not be calculated directly, coefficient alpha was computed for the highly correlated androgyny difference score, Femininity-Masculinity, returning reliability of .85 and .86 for two samples. The Masculinity and Femininity scores of the BSRI are logically independent. The structure of the test does not constrain them in any way and they are free to vary independently (Bem, 1974).

The home stress survey collected information relevant to the amount of perceived stress in the home (referred to in Appendix A as the Background Information Survey for ease of understanding). This survey was developed specifically for this study. A high score was presumed to indicate a high level of perceived stress in the home and a low score indicated a lower level of perceived stress in the home. The survey consisted of 11 questions asking the age of the subject, the subject's marital status, the age and number of the subject's children, salary range, a

measure of feeling guilty about working, presence or absence of outside hired help, hours spent per week with the household chores and the children, type of family background, and a measure of the stress situation in the home. The derivation of the total scores based on these items was judgmental, reflecting hypothesized weightings for individual home-stress related items. The question dealing with the age of the subject was scored by assigning points to each age group. The age group of 18-25 earned 30 points, the age group of 26-35 earned 25 points, the age group of 36-45 earned 20 points, the age group of 46-55 earned 15 points, and the age group of 56-65 earned 10 points. The question dealing with marital status was scored by assigning 10 points for married subjects and 15 points for the divorced subjects. The number of children was scored as 10 points for 1 child, 15 points for 2 children, 20 points for 3 children and 25 points for more than three children. The age of the children was scored by assigning 20 points to the toddlers, 15 points to the elementary age, 10 points to the middle school and 5 points to the high school age. The measure of guilt about working was scored by assigning 15 points to the answer almost always, 13 points to usually, 11 points to often, 9 points to occasionally, 7 points to sometimes but infrequently, 5 points to not

usually and 3 points to almost never. The question of outside help was scored as 20 points for no, -10 points for full time help for the house and children and -5 points for part time help for the house and children. Salary range was scored by assigning 30 points for under \$10,000, 25 points for \$10,000-\$14,999, 20 points for \$15,000-\$19,999, 15 points for \$20,000-\$24,999, 10 points for \$25,000-\$29,999 and 5 points for over \$30,000. The self report on stress situation in the home was scored by assigning 30 points to the very high stress situation, 25 points for a high stress situation, 20 points to the medium, 15 points to the low stress situation and 10 points to the very low stress situation. For the questions dealing with hours spent on housework and the children scoring was assigned as 25 points for the over 40, 20 points for the 30-40, 15 points for 20-30, 10 points for 10-20 and 5 points for the under 10. Finally, the backgrounds was scored as 20 points for the traditional, 10 points for the liberal and 15 points for the combination and other.

The traditional background was defined as a home where the woman's place was in the home and there was no question of the mother working. The daughter was expected to marry and not pursue a career with the exception of one that is traditionally female. The male was always the

head of the household. The liberal was defined as an environment where the mother worked, by choice, possibly at the professional level that required a high degree of education. Attention was paid to the daughter's educational desires and aspirations and the household was run on a fairly equal basis. The combination background featured dimensions of both the traditional and liberal backgrounds in varying degrees. The mother would most likely work but still be in charge of the household chores and the husband does little in the way of household duties. Educational desires of the children may be filled but the females were led to believe that there were structured female roles in life and that it is their place to fill them. The final category referred to those individuals whose background is different from either the traditional, liberal or combination.

The scores from this measure were intercorrelated with each other to determine any overall internal consistency as well as relationships between individual items. The hypothesized relationships were:

1. Divorced women will have higher perceived home stress than married women.

2. Perceived home stress will increase as the number of children increases and the age of the children decreases.

3. There will be a negative association between perceived home stress and salary level.

4. Women with traditional family backgrounds will have higher perceived home stress than women with liberal family backgrounds; women with combination backgrounds or "other" backgrounds will have moderate amount of home stress.

5. There will be a negative correlation between age and perceived home stress. The scores were also tested for reliability in the test-retest method using 20 subjects tested approximately two weeks after initial testing. While this is not a measure of validity, it does aid in determining internal reliability.

#### Statistical Analysis

The scores from the home stress survey were intercorrelated to determine any internal relationships. This also aided in determining which questions essentially ask the same thing. Total scores for the individual on the home stress survey were then correlated with total scores on the Job Stress Survey. Total scores on the home stress survey and measures of the BSRI were assessed for association using Chi Square. The subject's total score on Job Stress Survey was assessed for association with all measure on the BSRI, again using Chi Square. The Home

Stress Survey and the Job Stress Survey were each divided into high, medium and low levels of perceived stress. Related groups of the BSRI; masculinity/androgyny and femininity/undifferentiated, were combined as two groups and then compared using t-tests for both the Job Stress Survey and the home stress survey. Thus, the results report a correlation between the home stress survey and the Job Stress Survey, Chi Square values comparing each group of the BSRI with levels of high, medium, and low levels of home stress, job stress, t-test values comparing the masculinity/androgyny group to the femininity/undifferentiated group on scores of the home stress survey and the Job Stress Survey, and finally, individual item correlations among home stress survey items.



## RESULTS

Of the 74 subjects, 14 were classified as feminine, 23 were classified as masculine, 20 as androgynous, and 17 received undifferentiated cores. Scores on the Job Stress Survey ranged from 0.366 to 62.83 with a mean of 24.246. Scores on the home stress survey ranged from 80 to 256 with a mean of 162.78.

All relationships between the measures of job stress and home stress and the four BSRI groups were statistically non-significant when assessed by Chi Square.

For example, the relationships between the Job Stress Survey and all groups of the BSRI, as assessed by Chi Square, were statistically non-significant. The four groups of a the BSRI; masculine, feminine, androgynous, and undifferentiated, were compared across three levels of job stress, high, medium and low, and no statistically significant differences were found to exist between he individual groups. Another test of Chi Square, comparing just two groups of the BSRI at a time across levels of job stress, did not reveal any statistically significant relationships between the groups. Yates Correction for Continuity as used as one group had an N less than 5 (Ferguson, 1981). The hypothesized relationship between low scores on the Job Stress Survey and measures of

masculinity and androgyny on the BSRI therefore was not supported. The hypothesized relationship between high scores on the Job Stress Survey and measures of femininity and undifferentiation on the BSRI also was not supported.

The relationships between the home stress survey and all groups of the BSRI, as assessed by Chi Square, were also statistically non-significant. The four groups of the BSRI; masculine, feminine, androgynous, and undifferentiated, were compared across three levels of job stress, high, medium and low, and no statistically significant differences were found. Another test of Chi Square, comparing just two groups of the BSRI at a time across the two levels of home stress, did not reveal any statistically significant differences. The hypothesized relationship between the home stress survey and measures of masculinity and androgyny therefore was not supported. The hypothesized relationship between the home stress survey and measures of femininity and undifferentiated scores on the BSRI was also not supported.

Comparison of similar groups of the BSRI; the masculinity/androgyny group and the femininity/undifferentiated group, using a t-test revealed statistically significant differences between the two groups and amounts of perceived home stress and job stress, however.

For example, the masculinity/androgyny group had statistically significantly lower levels of home stress than the femininity/undifferentiated group ( $t=4.54$ ,  $p<.001$ ). The masculinity/androgyny also had statistically significantly higher levels of job stress than the femininity/undifferentiated group ( $t=2.435$ ,  $p<.02$ ).

The hypothesized moderately positive correlation between the Job Stress Survey and the home stress survey proved to be statistically non-significant, with a correlation of  $.029$  ( $p <.05$ ).

Intercorrelations of the home stress survey items (See Table 1) ranged from  $.566$  to  $.0099$  with an average interitem correlation of  $.1805$ . Statistically significant relationships existed between the factors of the ages of the children and the guilt measure, the guilt measure and salary levels, ages of the children and hours of child care, marital status and salary levels, stress measure and salary levels, hours of housework and salary levels, and hours of housework and the guilt measure. As guilt levels increased so did the hours of housework and salary levels. As the ages of the children decreased the guilt level increased as did the number of children and the hours of care required for the children. As salary levels increased the stress levels decreased. Increasing salary levels was also related positively to married subjects.

TABLE 1

## INTERCORRELATIONS OF HOME STRESS SURVEY ITEMS

Items	Outside Help 1	Background 2	Number of Children 3	Ages of Children 4	Items		Salary 7	Hours:House 8	Hours:Children 9	Stress Measure 10	Marital Status <sup>a</sup> 11
					Guilt Measure 5	Age 6					
1. Outside Help	-	.17	.12	.06	-.13	.15	.193	.013	.047	.04	-.106
2. Background	-	-	.15	-.042	-.03	.06	.144	.039	-.04	-.09	.093
3. Number of Children	-	-	-	.56**	.13	-.21	.05	.068	.048	.047	-.09
4. Ages of Children	-	-	-	-	.446**	.2	.13	.139	.48**	-.169	.15
5. Guilt Measure	-	-	-	-	-	-.112	.24*	.318**	.18	-.07	.01
6. Age	-	-	-	-	-	-	.134	.099	-.06	.167	.19
7. Salary	-	-	-	-	-	-	-	.34**	.216	-.31**	.286*
8. Hours:House	-	-	-	-	-	-	-	-	.199	-.09	.179
9. Hours: Children	-	-	-	-	-	-	-	-	-	-.036	.0057
10. Stress Measure	-	-	-	-	-	-	-	-	-	-	-.119
11. Marital Status <sup>a</sup>	-	-	-	-	-	-	-	-	-	-	-

Note:

a:point biserial

\*p .05 \*\*p .01

The home stress survey did demonstrate test-retest reliability with correlation of .996. This is high because most of the questions in the survey are objective and unchanging in the test-retest time period.

In order to test the hypothesized relationships within the home stress survey, the residual score (total score - marital status score) + (total score - background scores) was divided into high and low categories, based on the population mean, and then related with the variables of marital status and background, using Chi Square analysis. The relationship between the residual score (total score - marital status score) on the home stress survey and the two groups of the marital status variable was statistically non-significant. The relationships between the residual score on the home stress survey and the background of the subjects, as assessed by Chi Square, was statistically non-significant. The four groups of the background variable; traditional, liberal, combination, and other, were compared across two levels of home stress and no significant differences were found to exist between groups. Another test of Chi Square, comparing just two groups of backgrounds at a time across both levels of home stress, did not reveal any statistically significant differences between the groups.

The correlation between age of the subject and the

dual score (total score - age score) on the home stress survey, originally predicted to be negative, was .188, demonstrating a non-significant relationship between increasing age and levels of perceived home stress.

The correlation between salary and the residual score (total score - salary score) of the home stress survey, originally predicted to be negative, was  $-.51$  ( $p < .01$ ), demonstrating a significant relationship between decreasing salary levels and increasing home stress.

The correlation between residual score (total score - number of children scores) on the home stress survey and the number of children was .31 demonstrating a significant relationship between increasing stress levels in the home and increasing numbers of children ( $p < .01$ ). The correlation of the residual score (total score - age of children score) on the home stress survey and the age of the children was .42 ( $p < .01$ ), also demonstrating a significant relationship between the two variables.

The correlations between the Job Stress Survey and individual scores on the home stress survey were calculated to find any relationship between the variables (See Table 2). The only significant score was the correlation between the Job Stress Survey and the item dealing with outside help for the home and/or the children,  $-.349$  ( $p < .01$ ). This seems to demonstrate that

the absence of household help for either the house or the children increases job stress.

TABLE 2  
 CORRELATIONS BETWEEN INDIVIDUAL QUESTIONS ON  
 THE HOME STRESS SURVEY AND THE TOTAL SCORES  
 ON THE JOB STRESS SURVEY

Age	-.09
Guilt Measure	-.12
Marital Status	.060
Background	-.056
Outside Help	-.349***
Hours: House	.106
Hours: Children	.089
Salary	.044
Number of Children	.019
Ages of Children	.004

Note.

\*\*\*p <.01



## Discussion

The original hypotheses; more masculine and androgynous subjects will exhibit lower degrees of job stress, more masculine and androgynous subjects will exhibit higher degrees of home stress, more feminine and undifferentiated subjects will exhibit higher degrees of job stress, more feminine and undifferentiated subjects will exhibit lower degrees of home stress, and a moderately positive correlation between measures of job stress and measures of home stress, were based on the Ryan study (1981) that demonstrated a positive correlation between lower perceived job stress and a high Masculinity score on the Tennessee Self-Concept Scale and the Huber and Spitze study (1983) demonstrating divisions of household tasks. Neither the Ryan study or the Huber and Spitze study were supported by the data collected in this study.

The results did not occur as predicted. Subjects that were classified in the masculinity/androgyny group had higher job stress and lower home stress than subjects from the femininity/undifferentiated group. There was no statistically significant difference between married subjects and divorced subjects in amounts of perceived home stress or job stress. There is at least one main

cause why this did not occur. One reason is that the home stress survey was not internally consistent, demonstrated by a weak intercorrelation between the items, averaging .18 with scores ranging from .566 to -.0099. It did have a test-retest reliability correlation of .996, demonstrating some reliability.

Another reason for the predictions not to occur as hypothesized is that all the variance of these factors could indeed be unique variance. That is, it is possible it is not just any one of these factors that carry an influence on home stress, but a combination of all of them, combined in an individual manner unique to each individual. This would still allow the subject to perceive a great deal of home stress but not be able to determine exactly what has caused it.

Many stress factors compensate for differing scores between married and divorced subjects. While 74% of the married subjects had two or more children and only 55% of the divorced subjects had the same number, the children of the married subjects tended to be older, with 81% at or above middle school age. These children generally require less work. Salary also balanced the extra stress caused by being a single parent, with 70% of the divorced subjects earned above \$20,000 as compared to 50% of the married subjects.

The global question dealing with stress levels within the home showed similar distribution for the married and divorced subjects as well as the questions dealing with the hours spent on housework and the care of the children. Most married and divorced subjects did not have outside help for either the house or the children.

Married subjects generally were older than divorced subject, with 72% of the married subjects older than 36 while only 55% of the divorced subjects had reached that level. This ties in with the tendency of the married subjects to have older children and aids in compensating for the lower salary levels and greater numbers of children in the stress ratio.

The questions of guilt and background were scored similarly by all married and divorced subjects.

The results of the differences between the masculinity/androgyny group and the femininity/undifferentiated group were opposite of the predicted hypotheses. Subjects in the masculinity/androgyny group had higher job stress and lower home stress than the subjects in the femininity/undifferentiated group. One possible explanation could be that the femininity/undifferentiated group places a higher priority on concern for the home and therefore invests more time and effort in it. The work is

secondary to the home with the home rating more energy and stress. The masculinity/androgyny group could place with all energies devoted to being a superwoman at work. These extra efforts to be perfect at either home or at work cause stress levels to raise accordingly. The home, as a secondary issue, would rate less interest and concern, leading to lower perceived stress in this area.

There seems to be a variety of factors influencing the amount of stress an individual must cope with. Women of different perceived personality characteristics, different socialization effects and different backgrounds may have unique reactions and tolerance levels to stress, although this study was not able to discern these unique factors. The current literature disagrees about the amount and extent these special stressors affect the individual. The literature does seem to show that individuals with high masculine scores on the Bem Sex-Role Inventory perceive themselves as having less stress in areas related to high stress in women.

The current research dealing with stress in working mothers has disagreement within the literature. It is possible that stress is a condition which an individual can exaggerate to feel comfortable with all the publicity dealing with this topic. That is, it is an individually perceived problem, any one person could feel that they

have more stress than actually exists. Peer pressure and group pressure could influence the amount of stress that the individual believes they must endure. Another possibility is that these stresses measured in the home stress survey are just part of a diffuse stress situation which may influence the individual in such a way that it is not measurable. If that is so, then the home stress survey just "touched the tip of the iceberg" and there are many other variables that have influence on these issues, such as sickness in the family, presence or absence of support systems, and ability of the individual to organize her day. Job stress could be an extension of the home stress although we did not find evidence for such a relationship in this study. Another possibility is that the factors measured, such as personality characteristics, are not directly relevant to the amount of perceived job stress. The fact that a more direct relationship between availability of outside help and job stress proved to be significant adds support to this interpretation.

The home stress survey, while having fairly weak intercorrelational scores, did have a high reliability coefficient of .996 and demonstrated a strong relationship with the variables of salary and number and age of children. There seems to be a strong tie between these variables. This follows the thought that a combination of

lots of young children and not enough money in the family raises the home stress level.

The Chi Square score did not demonstrate any statistically significant difference between job stress or home stress for married or single mothers.

The Chi Square scores demonstrated no differences between backgrounds of subjects in reference to high or low perceived home or job stress. It had been hypothesized that women of a traditional background would have a higher home and job stress level than women of a liberal background; with the women from the other or combination backgrounds falling somewhere in between. Since this did not occur, it could be concluded that early influences do not carry over as strongly as thought. Another explanation could be that early home influences could cause the individual to move in the opposite direction and create a home life very different from what they grew up in.

This study followed the general trend of the research in not determining any special relationships between job stress, home stress, and personality characteristics. It did not support the Ryan study showing a relationship between perceived job stress and high masculine scores and did not deal successfully with the issue of the division of household tasks (Huber and Spitze, 1983). Further

studies could be suggested in the direction of the influence of peer expectations and actual amount of stress in the individual. As stress is an individually perceived issue, pressure from groups and peers could add or delete from what actually exists. This study did demonstrate that the straight forward method of obtaining home stress information is reliable but not necessarily valid.

Another method of scoring might influence the scores in a more acceptable manner. If the questions of the home stress survey had allowed the individual to determine their own perceived scoring scheme, on a scale of 1 to 7, the final results might have been very different. Further research in this direction could use this scaled scoring scheme to allow individuals to rate individual perceived stress levels for a more accurate weighing of the stress levels.

APPENDIX A  
SURVEY BOOKLET



### Instructions

This survey booklet is being distributed as part of a research study by Jayne Roberts, Industrial/Organizational Psychology graduate student at the University of Central Florida. It consists of:

1. consent form
2. Job Stress Survey
3. Bem Inventories
4. Background Information Survey

This survey is being used to study stress factors in the working mother. The purpose is to identify specific factors that lead to stress at home and on the job.

Thank you for your time and effort in filling out this booklet. All these answers will remain entirely confidential. Please do not put your name or any other identifying marks on the papers. Answer all forms as truthfully as possible. Put the forms in the envelope and seal it, and hand the sealed envelope back to your Personnel Department coordinator no later than one week from now. This information will not be turned in to your Personnel Department for any purpose other than collection, will not be seen by the Personnel Department, and will not become any part of any permanent work file.

### Consent Form

I acknowledge that all information in this booklet will remain anonymous and will not become part of any personnel file. I give my consent for this information to be used for the purpose of the study by Jayne Roberts, University of Central Florida, in her Master's Thesis. I also realize that I can refuse to complete this booklet at any time and discontinue any part of the study.

## JOB STRESS SURVEY

Instructions: It is widely recognized that job stress can have serious effects on the lives of employees and their families. The purpose of this survey is to determine your perception of important stresses in your work. The survey consists of 30 statements that describe job-related events identified as stressful by employees in a variety of occupations. Please read each statement and then rate the amount of stress associated with the event.

In making your ratings, use all of your knowledge and experience, taking into account the amount of time and energy that you feel would be necessary in adjusting to, or coping with the event. Base your ratings on your own personal experience as well as what you have observed to be the case for others. Since some people adapt more readily than others, please give your opinion of the average amount of stress that you feel is associated with each event, rather than the extreme.

In the first event, **ASSIGNMENT OF DISAGREEABLE DUTIES**, was consistently rated by persons engaged in a variety of occupations as producing an average amount of stress. This event has been given a rating of "5" and will be used as the standard for evaluating the other events in the Job Stress Survey. Your task is to compare each event with the standard, and then assign a number from "1" to "9" to indicate if you judge the event to be more or less stressful than being assigned disagreeable duties.

For those events that you feel are more stressful than the standard, circle a number proportionately larger than "5". If you feel an event is less stressful than the standard, circle a number proportionately lower than "5". For events judged to produce approximately the same amount of stress as the Assignment of Disagreeable Duties, circle the number "5". For events that do not apply to your particular situation, circle the number "1".

Stressful Job-Related Events	Amount of Stress								
	Low				Moderate				High
1. Assignment of disagreeable duties	1	2	3	4	5	6	7	8	9
2. Working Overtime	1	2	3	4	5	6	7	8	9
3. Lack of opportunity for advancement	1	2	3	4	5	6	7	8	9
4. Assignment of new or unfamiliar duties	1	2	3	4	5	6	7	8	9
5. Fellow workers not doing their job	1	2	3	4	5	6	7	8	9
6. Inadequate support by supervisor	1	2	3	4	5	6	7	8	9
7. Dealing with crisis situations	1	2	3	4	5	6	7	8	9
8. Lack of recognition for good work	1	2	3	4	5	6	7	8	9
9. Performing tasks not in job description	1	2	3	4	5	6	7	8	9

<u>Stressful Job-Related Events</u>	<u>Amount of Stress</u>								
	<u>Low</u>					<u>Moderate</u>			<u>High</u>
10. Inadequate or poor quality equipment	1	2	3	4	5	6	7	8	9
11. Assignment of increased responsibility	1	2	3	4	5	6	7	8	9
12. Periods of inactivity	1	2	3	4	5	6	7	8	9
13. Difficulty getting along with supervisor	1	2	3	4	5	6	7	8	9
14. Experiencing negative attitudes toward the organization	1	2	3	4	5	6	7	8	9
15. Insufficient personnel to adequately handle an assignment	1	2	3	4	5	6	7	8	9
16. Making critical on the spot decisions	1	2	3	4	5	6	7	8	9
17. Personal insult from customer/consumer/colleague	1	2	3	4	5	6	7	8	9
18. Lack of participation in policy making decisions	1	2	3	4	5	6	7	8	9
19. Inadequate salary	1	2	3	4	5	6	7	8	9
20. Competition for advancement	1	2	3	4	5	6	7	8	9
21. Poor or inadequate supervision	1	2	3	4	5	6	7	8	9
22. Noisy work area	1	2	3	4	5	6	7	8	9
23. Frequent interruptions	1	2	3	4	5	6	7	8	9
24. Frequent changes from boring to demanding activities	1	2	3	4	5	6	7	8	9
25. Excessive paperwork	1	2	3	4	5	6	7	8	9
26. Meeting deadlines	1	2	3	4	5	6	7	8	9
27. Insufficient personal time	1	2	3	4	5	6	7	8	9
28. Covering work for another employee	1	2	3	4	5	6	7	8	9
29. Poorly motivated co-workers	1	2	3	4	5	6	7	8	9
30. Conflicts with other departments	1	2	3	4	5	6	7	8	9

Part II. Instructions: The impact of stressful job events is influenced by the frequency of their occurrence as well as the amount of stress associated with a particular event. For each of the job related events listed below, please indicate the approximate number of days during the past six months on which you have personally experienced this event. Do this by circling a number from "0" to "9" for each event. Circle "0" if the event did not occur during the last six months; circle the number "9" for each event that you experienced personally on 9 or more days during the last six months.

<u>Stressful Job-Related Events</u>	<u>Number of days on which the event occurred during the past six months</u>									
	0	1	2	3	4	5	6	7	8	9+
31. Assignment of disagreeable duties	0	1	2	3	4	5	6	7	8	9+
32. Working overtime	0	1	2	3	4	5	6	7	8	9+
33. Lack of opportunity for advancement	0	1	2	3	4	5	6	7	8	9+
34. Assignment of new or unfamiliar duties	0	1	2	3	4	5	6	7	8	9+
35. Fellow workers not doing their job	0	1	2	3	4	5	6	7	8	9+
36. Inadequate support by supervisor	0	1	2	3	4	5	6	7	8	9+
37. Dealing with crisis situations	0	1	2	3	4	5	6	7	8	9+
38. Lack of recognition for good work	0	1	2	3	4	5	6	7	8	9+
39. Performing tasks not in job description	0	1	2	3	4	5	6	7	8	9+
40. Inadequate or poor quality equipment	0	1	2	3	4	5	6	7	8	9+
41. Assignment of increased responsibility	0	1	2	3	4	5	6	7	8	9+
42. Periods of inactivity	0	1	2	3	4	5	6	7	8	9+
43. Difficulty in getting along with supervisor	0	1	2	3	4	5	6	7	8	9+
44. Experiencing negative attitudes toward the organization	0	1	2	3	4	5	6	7	8	9+
45. Insufficient personnel to adequately handle assignment	0	1	2	3	4	5	6	7	8	9+
46. Making critical on the spot decisions	0	1	2	3	4	5	6	7	8	9+

<u>Stressful Job-Related Events</u>	<u>Number of days on which the event occurred during the past six months</u>									
	0	1	2	3	4	5	6	7	8	9+
47. Personal insult from customer/ consumer/colleague	0	1	2	3	4	5	6	7	8	9+
48. Lack of participation in policy-making decisions	0	1	2	3	4	5	6	7	8	9+
49. Inadequate salary	0	1	2	3	4	5	6	7	8	9+
50. Competition for advancement	0	1	2	3	4	5	6	7	8	9+
51. Poor or inadequate supervision	0	1	2	3	4	5	6	7	8	9+
52. Noisy work area	0	1	2	3	4	5	6	7	8	9+
53. Frequent interruptions	0	1	2	3	4	5	6	7	8	9+
54. Frequent changes from boring to demanding activities	0	1	2	3	4	5	6	7	8	9+
55. Excessive paperwork	0	1	2	3	4	5	6	7	8	9+
56. Meeting deadlines	0	1	2	3	4	5	6	7	8	9+
57. Insufficient personal time	0	1	2	3	4	5	6	7	8	9+
58. Covering work for another employee	0	1	2	3	4	5	6	7	8	9+
59. Poorly motivated co-workers	0	1	2	3	4	5	6	7	8	9+
60. Conflicts with other departments	0	1	2	3	4	5	6	7	8	9+

Part III. Instructions: In every organization, there are stressful job-related events that are relatively unique to that organization. Please indicate below any stressful events in your work environment that were not listed above. For each event, rate the amount of stress you feel is associated with it by assigning a number from "1" to "9" as above. Also, please indicate the number of days during the past six months on which you personally experienced each of these events.

	Amount of stress	Number of days
1. _____	_____	_____
2. _____	_____	_____
3. _____	_____	_____

## BEM INVENTORY

On the following page, you will be shown a large number of Personality characteristics. We would like you to use those characteristics in order to describe yourself. That is, we would like you to indicate on a scale from 1 to 7, how true of you these various characteristics are. Please do not leave any characteristic unmarked.

Example: sly

Mark a 1 if it is NEVER OR ALMOST NEVER TRUE that you are sly.

Mark a 2 if it is USUALLY NOT TRUE that you are sly.

Mark a 3 if it is SOMETIMES BUT INFREQUENTLY TRUE that you are sly.

Mark a 4 if it is OCCASIONALLY TRUE that you are sly.

Mark a 5 if it is OFTEN TRUE that you are sly.

Mark a 6 if it is USUALLY TRUE that you are sly.

Mark a 7 if it is ALWAYS OR ALMOST ALWAYS TRUE that you are sly.

Thus, if you feel it is sometimes but infrequently true that you are "sly", never or almost never true that you are "malicious", always or almost always true that you are "irresponsible", and often true that you are "carefree", that you would rate these characteristics as follows:

Sly	_3_	Irresponsible	_7_
Malicious	_1_	Carefree	_5_

## DESCRIBE YOURSELF

1	2	3	4	5	6	7
Never or Almost never true	Usually not true	Sometimes but infrequently true	Occasionally true	Often true	Usually true	Always or almost always true
Self Reliant_____		Reliable_____		Warm_____		
Yielding_____		Analytical_____		Solemn_____		
Helpful_____		Sympathetic_____		Willing to take a stand_____		
Defends own beliefs_____		Jealous_____		Tender_____		
Cheerful_____		Has leadership abilities_____		Friendly_____		
Moody_____		Sensitive to the needs of others_____		Aggressive_____		
Independent_____		Truthful_____		Gullible_____		
Shy_____		Willing to take risks_____		Acts as a leader_____		
Athletic_____		Understanding_____		Childlike_____		
Affectionate_____		Secretive_____		Adaptable_____		
Theatrical_____		Makes decisions easily_____		Individualistic_____		
Assertive_____		Compassionate_____		Does not use harsh language_____		
Flatterable_____		Sincere_____		Unsystematic_____		
Happy_____		Self-sufficient_____		Competitive_____		
Strong Personality_____		Eager to soothe hurt feelings_____		Loves Children_____		
Loyal_____		Conceited_____		Tactful_____		
Unpredictable_____		Dominant_____		Ambitious_____		
Forceful_____		Soft spoken_____		Gentle_____		
Feminine_____		Likable_____		Conventional_____		
Unpredictable_____				Masculine_____		
Conscientious_____						



## Background Information Sheet

Please answer all Questions as truthfully as Possible.

Please be sure to answer all the questions.

Please check which ever answer is most accurate.

Age: between  18-25

26-35

36-45

46-55

56-65

Marital Status:  married

divorced

Number of children:

one

two

three

over three

Ages of children (write number of each age in blank)

toddler (0-5)

elementary (6-10)

middle school (11-14)

high school (15-18)

DO you feel guilty about working?

- almost always
- usually
- often
- occasionally
- sometimes but infrequently
- not usually
- almost never

Do you hire outside help?  --yes  --no If yes:

- |  |  |
|--|--|
| full time:                                   | Part time:                                   |
| <input type="checkbox"/> --for the children? | <input type="checkbox"/> --for the children? |
| <input type="checkbox"/> --for the house?    | <input type="checkbox"/> --for the house?    |

What is your salary range:

- under \$10,000
- \$10,001-14,999
- \$15,000-19,999
- \$20,000-24,999
- \$25,000-29,999
- over \$30,000

Currently, do you feel that you have a:

- very high stress situation in the home?
- high stress situation in the home?
- medium stress situation in the home?
- low stress situation in the home?
- very low stress situation in the home?

How many hours do you estimate you spend on housework?

- under 10
- 10-20
- 20-30
- 30-40
- over 40

How many hours per week do you estimate you spend on the care of the children?

- under 10
- 10-20
- 20-30
- 30-40
- over 40

Do you feel that your upbringing could be classified as one of the following? If so, please check which one. If not, please describe what you feel are the primary characteristics in the space marked other.

-- Traditional: A home where the woman's place is in the home and there is no question of the mother working. The daughter would be expected to marry and not pursue a career. The male would always be the head of the household.

-- Liberal: An environment where the mother works, by choice, and possibly in a professional position. Attention

is paid to the daughter's educational desires and aspirations. The household is run on a fairly equal basis.

-- Combination: This contains factors of both the liberal and traditional backgrounds. The mother would most likely work but still be in charge of the household responsibilities. Educational desires of the children are fulfilled but the females are led to believe that there are structured female roles in life.

-- Other:

What do you feel your greatest area of stress is?

APPENDIX B  
SUBJECT CHARACTERISTICS

## Subject Characteristics

Age: Between 3 18-25

23 26-35

36 36-45

12 46-55

2 56-65

Marital Status: 54 married

20 divorced

Number of children:

23 one

25 two

17 three

9 over three

Ages of children (write number of each age in blank)

17 toddler (0-5)

27 elementary (6-10)

22 middle school (11-14)

38 high school (15-18)

Do you feel guilty about working?

2 almost always

5 usually

8 often

18 occasionally

6 sometimes but infrequently

19 not usually

16 almost never

Do you hire outside help? 24 yes 50 no If yes:

full time:

part time:

5 for the children?

9 for the children?

1 for the house?

9 for the house?

What is your salary range:

7 under \$10,000

13 \$10,000-\$14,999

21 \$15,000-\$19,999

20 \$20,000-\$24,999

11 \$25,000-\$29,999

3 over \$30,000

Currently, do you feel that you have a:

11 very high stress situation in the home?

16 high stress situation in the home?

24 medium stress situation in the home?

18 low stress situation in the home?

5 very low stress situation in the home?

How many hours do you estimate you spend on housework?

23 under 10

36 10-20

11 20-30

4 30-40

0 over 40

How many hours per week do you estimate you spend on the care of the children?

27 under 10

23 10-20

11 20-30

5 30-40

8 over 40

Background Classification

23 Traditional

12 Liberal

31 Combination

8 Other



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