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WORK FAMILY CONFLICT AND THE
REAL/IDEAL SELF DISCREPANCY

A Thesis
Presented to the
Faculty of
California State University,
San Bernardino

In Partial Fulfillment
of the Requirements for the Degree
Master of Science
in
Psychology:
Industrial/Organizational

by
Nicole Marie Santos

December 2008

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December 2008

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ABSTRACT

This study examined work family conflict (WFC) by defining the source of the conflict as the difference between perceptions of real and ideal selves in both the family and work domain. As discrepancies between real and ideal selves can be a source of anxiety and depression, it is argued that the depression and anxiety felt about work and family, identified as WFC, is in actuality due to real/ideal discrepancies. The current study describes the development of a new measure of WFC, the Career and Family Responsibility Discrepancy Scale (CFRDS), which calculated the discrepancies between real and ideal selves for both work and family. The measure was partially validated and supported through regression techniques. Further, although it was found that women were reporting higher CFRDS scores than men, the hypothesis that the source of the gender differences would be due to a greater discrepancy between Family Responsibility real and ideal selves was not supported. Instead, higher levels of discrepancy for women were caused by larger discrepancies between Career Responsibility real and ideal selves (when compared to men). Potential applications of the new measure, as well as the importance of support as a reducer of WFC, are discussed.

ACKNOWLEDGMENTS

The author of this paper would like to acknowledge:

Dr. Mark Agars, of California State University, for all his help in mentoring me on this process;

Dr. Jan Kottke and Dr. Jodie Ullman, of California State University, for sitting on my committee;

Dr. Kisok Kim and Dr. Warren Reich, of Iona College, for their aid in data collection;

Dr. Janelle Gilbert, Dr. Ken Schultz and Charles Rabico, of California State University, for allowing me to use their class time for data collection; and

All my friends and family who helped me reach my needed sample size.

DEDICATION

To Mark,

This paper would never have been written
without your patience, knowledge and empathy;

and

To my Family and Friends,

Whose love, support and unwavering faith in me
allowed me to complete what I started;

and finally

To Liam,

Who brought me through the home stretch.

I could not have done it without you.

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CHAPTER ONE

INTRODUCTION

Statement of the Problem

Of the many issues facing dual-career families today, one of the most important is Work Family Conflict (WFC). Work Family Conflict is a source of stress due to incompatible roles (work roles vs. family roles) that conflict with each other in terms of one's time and energy (Greenhaus & Parasuraman, 2001). When women traditionally managed the home and men went to work, WFC was not considered a problem. Women focused on the home, men focused on work, and the separate responsibilities were rarely in competition for time with each other. However, with the growing numbers of women entering the workforce, WFC cannot be avoided.

A critical consequence of WFC is the myriad of unhealthy effects reported by the people who experience it. Emotional exhaustion (Boles, Johnston, & Hair, 1997; Senecal, Vallerand, & Guay, 2001), decreased life satisfaction (Parasuraman, Greenhaus, & Granrose, 1992), decreased marital quality (Matthews, Cogner, & Wickrama, 1996), increased depression, and hypertension (Frone, Russell, & Cooper, 1997) are only some of the outcomes.

Because WFC affects a large portion of the population, WFC and its consequences are not just another source of stress but a major concern for both employee and employer.

The negative outcomes to WFC are particularly significant for women. Research consistently shows that women report higher levels of WFC than men (Greenhaus & Parasuraman, 2001; Honeycutt & Rosen, 1997; Lobel, 1991; Sanders, Lengnick-Hall, Lengnick-Hall, & Steele-Clapp, 1998; Spade & Reese, 1991). Although the gender difference is consistent, it is less certain why this difference occurs. Social identity theory, as well as traditional gender-role theory, attempts to explain the reason women have higher WFC than men. Both of these approaches, however, will be revealed to be inadequate, primarily due to limitations in how they define WFC.

The construct of WFC has traditionally been defined as the extent to which family responsibilities interfere with work responsibilities. This conceptualization is insufficient. This is apparent when one considers an individual's salient identity. The salience of a particular identity refers to the importance of that identity to an individual, and is the group a person most recognizes themselves as being a part of. Depending on identity (that is, career-salient, family-salient or

balance-salient) men and women should experience similar levels of conflict within each identity. This, however, is not the case. Women consistently report higher levels of WFC than men. This is true even when considering only career-salient individuals (Honeycutt & Rosen, 1997).

Gender-role theory and salient identity provide only a limited understanding of WFC. If WFC were the interference of work and family responsibilities with each other, individuals with similar identities would report experiencing similar amounts of WFC, regardless of gender. This is not the case. Therefore, to more accurately define (and measure) the WFC construct, the present paper argues for the consideration of the differences in an individual's real and ideal selves related to both work and family responsibilities.

The terms real self and ideal self refer to the fact that most people not only perceive who they really are, but also have perceptions of who they would like to be. These different selves encompass all aspects of a person's life, including work and family (Eells & Leavenworth, 1997). Career responsibilities in regards to both real and ideal self are similar for men and women, since they are both exposed to the same environment and responsibilities within a profession. However, women often have higher

expectations of themselves with regard to family. These expectations are not nearly as high for men (Lobel, 1991; Blair-Loy, 2001). So, while the discrepancy between real and ideal behaviors in regards to career is similar for men and women, the discrepancy between real and ideal behaviors in regards to family should be higher for women.

Theory and research supports the fact that a larger discrepancy between real and ideal self will cause anxiety and depression (Eells & Leavenworth, 1997). It is the argued conclusion of this paper that the anxiety and depression felt when the real self is far from the ideal self, when specifically defined in terms of work and family, is a more appropriate definition of work family conflict.

As of yet, this concept has not been measured. Development of a measure that adequately taps into the ideal and real self as they relate to work and family domains is a meaningful advancement of the work family conflict construct. The current paper involves the creation and initial validation of such a measure.

Overview

This study is an attempt to create a measure that considers both work and family roles in conjunction with

ideal and real selves, in order to more completely define the WFC construct. This paper will begin with a brief discussion of the negative outcomes of WFC. The implications of the outcomes of salient identity in regards to WFC and gender will be explored. The introduction of the real/ideal self-discrepancy into gender-role theory will culminate with the creation and testing of the proposed measure, the Career and Family Responsibility Discrepancy Scale (CFRDS).

CHAPTER TWO

LITERATURE REVIEW

Outcomes of Work Family Conflict

As previously mentioned, WFC can lead to negative outcomes for those experiencing it. In more than one study, one such outcome was emotional exhaustion (Boles et al., 1997; Senecal et al., 2001). Emotional exhaustion happens when an individual experiences overwhelming demands on their time and energy. Eventually, continued emotional exhaustion leads to burnout. WFC has also been related to low job satisfaction (Boles et al., 1997; Senecal et al., 2001), and both low job satisfaction and high emotional exhaustion were found to be related to propensity to leave (Boles et al., 1997).

Another study looked at negative outcomes of WFC in terms of life stress and family stress. As found previously, WFC was negatively related to job satisfaction. WFC affected general life satisfaction for men, in that the high dual-role conflict between a career and family was related to low life satisfaction. Surprisingly, this relationship did not hold for women. Instead, family issues influenced life satisfaction for women, suggesting that family was a more important aspect

for women in regards to life satisfaction than for men (Parasuraman et al., 1992).

Matthews, Cogner, and Wickrama (1996) also looked at the negative outcomes of WFC. Matthews et al. (1996) showed a relationship between WFC and psychological distress. Furthermore, both high levels of WFC and psychological distress were related to high marital hostility and low marital warmth and supportiveness, which led to overall low marital quality. Lastly, in a longitudinal study (Frone et al., 1997), family to work conflict was shown to be related to depression, poor physical health, and hypertension. For work to family conflict, high levels were related to heavy alcohol use.

It is important to note that WFC is related not only to negative outcomes for the individual, but negative outcomes for the organization as well. From the person oriented view, WFC is undesirable due to psychological distress, reduced life satisfaction, and negative health outcomes (Boles et al., 1997; Parasuraman et al., 1992; Matthews, Cogner & Wickrama, 1996; Frone et al., 1997; Senecal et al., 2001). WFC is also important from an organizational standpoint, because it can lead to burnout, turnover and low job satisfaction (Boles et al., 1997; Parasuraman et al., 1992). It is because of these negative

outcomes that work on WFC needs to continue. The reason why women report higher levels of WFC needs to be more specifically identified, which can be accomplished through greater articulation of the WFC construct.

Gender, Work Family Conflict, and Salient Identity

Research has consistently demonstrated that women report higher levels of WFC than men (Greenhaus & Parasuraman, 2001; Honeycutt & Rosen, 1997; Lobel, 1991; Sanders et al., 1998; Spade & Reese, 1991). What is less certain is why. One reason, which focuses on gender roles, is that women are expected socially to be the primary caregivers, while men are still considered the 'breadwinners' (Wiley, 1991). However, with the steady increase in females entering the workforce, this means that women are embracing the 'breadwinner' role more commonly associated with males. This is in addition to the caregiver role traditionally associated with females.

A study by Cardenas, Major and Bernas (2004) examined gender role theory in its application to work. Using a female-only sample, it was found that family distractions at work were positively related to the individual's expectations of themselves within traditional gender roles. Recent research, building off of the work performed

by Wiley (1991) also supports this argument. A study performed by Grandey, Cordiero and Crouter (2005) showed that work interfering with family predicted levels of job satisfaction in women but not men. The research cited here gives support for the gender-role theory of WFC, for while women often assume a career role, they still carry the burden in regards to family responsibilities. The argument is that this leads to higher WFC in women.

The fact that men have become more inclined to perform family-based behaviors (Lobel, 1991; Blair-Loy, 2001) weakens this gender-based explanation. Arguably, the caregiver role, which is demonstrated in family responsibility, is being shared more equally between men and women- and thus the difference in WFC levels between men and women should be decreasing. However, this is not the case. If men are performing more family responsibilities, why are women still reporting higher levels of WFC? Research on salient identity theory (specifically, in terms of work and family) provides part of the answer.

Identity can be defined as "meaning one attributes to oneself...by virtue of occupying a particular position" (Wiley, 496). Graham, Sorell and Montgomery (2004) explored how married women incorporate their role-related

identity, which is the interaction between personal and social identity. Specifically, role-related identity was examined within family and work. They concluded that women arranged their identities in several ways, including (but not limited to) hierarchy method, the entwining of roles, and giving equal importance to each role. While not examined specifically in regards to conflict, the study illustrates the many ways in which self-identity is perceived (Graham Sorell & Montgomery, 2004).

Social identity theory can also help explain WFC, as was done by Lobel (1991). According to social identity theory, individuals carry out many roles, and each role is identifiable to a specific group in terms of norms, values and behaviors. Situations will dictate which role, out of the many roles a person has, they engage (in the present example, work situation/career role versus home situation/family role). The more a person identifies with a role, the more important that particular role becomes to their overall identity. If the values for certain roles are incompatible, and also overlap so that a choice between roles must be made, then role conflict occurs. The example given by Lobel is a work-value of a deadline coinciding with a family-value of taking care of a sick child (1991). Lobel (1991) proposes that since women

identify as much as men to a career role, but more than men to a family role, women have higher levels of role conflict.

A similar explanation of higher reported levels of WFC for women is presented by Blair-Loy (2001). She discussed the conflict of work and family in terms of schemas, as opposed to social identity. A schema is a "structured, cognitive map" (Blair-Loy, 689). Using schemas allows a particular social identity to be discussed in terms of roles and behaviors. According to Blair-Loy, a work-devotion schema has demands of time commitment as well as emotional involvement and allegiance to an individual's employer/career, while the family devotion schema relates to the assignment of responsibility for both housework and child rearing. The family-devotion schema encompasses the role traditionally given to women. Thus, family is a more important schema for females than males, regardless of their work-devotion schema. Again, importance of career is deemed similar for men and women. However, family is still more important to women than men. These schema are incompatible, and conflict arises in levels higher for women.

In contrast to these arguments, some research examining salient identity refutes the argument that

higher levels of WFC for women are merely a result of family being more important to female identity than male identity. According to salient identity theory, an individual's multiple identities are organized according to salience (importance), which serves to create a hierarchy of all existing identities within an individual. High salience of an identity leads to greater commitment to the duties of an identity's role, which then confirms said identity, and thus is self-reinforcing. Conflict arises (and leads to stress) if two identities are equally salient, but are incompatible (Wiley, 1991). This conflict can be observed in terms of work and family.

Career-salient individuals identify most with career-oriented values, while family-salient individuals identify most with family values, and balance-salient individuals try to identify equally with both (Honeycutt & Rosen, 1997).

Salient identity in the workplace was explored in a study by Honeycutt and Rosen (1997). An examination of the effects of salient identity and career path policies on gender revealed that gender did not predict salient identity. Women were no more likely than men to be family-salient, and men were no more likely than women to be career-salient. However, women still reported higher

levels of work family conflict than men. What did this indicate? Knowing about salient identity, it would seem that, within each identity, men and women would experience similar levels of WFC. That is, a career-salient woman would experience as much conflict as a career-salient man. However, this was not the case. Women consistently reported higher levels of WFC, even within career-salient groups (Honeycutt & Rosen, 1997).

Why, then, if men are more inclined towards family-based behaviors than they have been in the past, women (even the career-salient ones) are more inclined to experience WFC? One explanation is that it is not only the responsibilities of work and home that cause WFC. If this were true, men and women would experience similar levels of WFC, especially if they share the same salience. Clearly, additional factors are at work, and must be considered if research is to explain these gender differences in WFC. One possible explanation comes from the consideration of self-perception, namely, the distinction one makes between her/his ideal and real self, and the discrepancies that exist between the two.

Ideal and Real Self

The concepts of real and ideal self are complementary aspects of personality. Real self is, simply, the individual that one is. The real self consists of the values, beliefs and behaviors that make up the person existing at a particular moment in time. Ideal self can be defined as the self a person wants to be. This ideal self is influenced by both personal aspirations as well as societal norms. The ideal self encompasses most of the areas of an individual's life that are deemed important, including family and career. Each person has a real and ideal self, and they are often just as different as they are similar (Eells & Leavensworth, 1997; Bybee, Glick, & Zigler, 1990).

The outcome of the difference, or discrepancy, between real and ideal self was explored by Eells and Leavensworth (1997). They discuss how these discrepancies have been shown to lead to distress in any number of forms. The ideal self is considered to be made up of two components -the 'ideal self' and the 'ought self'. The ideal self is considered in terms of personal hopes, wishes and aspirations of the individual, while the 'ought self' deals with the more societal-based norms that are

focused on duties, obligations, and responsibilities of the individual (Eells & Leavensworth, 1997).

Eells and Leavensworth's (1997) research is based in theory that claims that when there is a discrepancy between the ideal and real self, this discrepancy leads to both depression and anxiety. Analysis showed that there was a strong correlation with discrepancy and depression ($r = .43$), and a moderate correlation with discrepancy and anxiety ($r = .26$). The thrust of the present paper is that when the "selves" are thought of in terms of career and family, the anxiety felt due to the discrepancy between real and ideal self is WFC.

Work Family Conflict, Gender, and Ideal Self:
Putting it all Together

Research has demonstrated that women report higher levels of WFC than men (Greenhaus & Parasuraman, 2001; Honeycutt & Rosen, 1997; Lobel, 1991; Sanders et al., 1998; Spade & Reese, 1991). Part of this may be explained by the fact that women are still socialized to take on a more family-salient role, leading to higher levels of family responsibility (Lobel, 1991; Blair-Loy, 2001; Wiley, 1991). Research has also demonstrated that individuals have real and ideal selves that encompass important areas of an individual's life (including work

and family). A difference in real and ideal self has moderate relationships with both depression and anxiety (Eells & Leavensworth's, 1997).

It is argued that the depression and anxiety felt in the work and family due to real/ideal discrepancy is a more complete picture of work-family conflict. Because women as a group have a stronger sense of responsibility in regards to family, when compared to men, the ideal/real discrepancy in selves for women (when associated with family) will often be greater than the discrepancy for men. Because women have the same real and ideal selves in terms of career as men, but have greater discrepancy between real and ideal selves in terms of family when compared to men, women consistently report higher levels of WFC. It is important to note that, for the two forms of discrepancy (real responsibilities are more than ideal, and ideal responsibilities are more than real), both are likely to produce the anxiety and depression.

Real/ideal selves (and the discrepancy between them) have of yet to be measured specifically in terms of family and career. Similarly, WFC has not been examined with the consideration of the real/ideal self-discrepancy. Therefore, development of a new measure, which taps into

both work and family simultaneously with ideal and real selves, is one of the purposes of this study.

The Proposed Measure

The Career Responsibility Scale and a Family Responsibility Scale places WFC in terms of perceived behaviors. While working parents have actual (real) behaviors for each area of responsibility, they also have expectations of what an 'ideal self' would also be doing for both family and career. Therefore, scales measuring ideal as well as real behaviors in terms of responsibility will be used. This will allow measurement of the discrepancy between ideal/real selves in terms of both aspects of WFC; namely, career and family.

The proposed measure will be composed of two sub-scales, Career Responsibility and Family Responsibility. Each of these sub-scales will have a real measure (asking for behaviors that the individual actually does) and an ideal measure (asking for behaviors that the individual wishes they could do). The discrepancy between ideal and real measures is WFC.

CHAPTER THREE
THE CAREER AND FAMILY RESPONSIBILITY
DISCREPANCY SCALE

Construct Definitions

Career Responsibility

Career responsibility is defined as work duties which an individual must carry out and which others are depending on that individual to carry out. This definition is based partly on Valentine (2001), who defines work responsibility as "an individual's involvement with various work-related events and their outcomes because the consequences have implications for their identity" (p. 182). Some literature describes the job performance construct as composed of three dimensions: task performance, citizenship performance, and counterproductive performance (Rotundo & Sackett, 2002). The first two aspects of job performance can be used to help more specifically define and measure career responsibility. Task performance maps onto basic duties, and citizenship performance maps onto extra-role behaviors. Counterproductive behaviors, or behaviors that harm an organization, are not included in the construct of career responsibility (Rotundo & Sackett, 2002), as they

are not behaviors one would reasonably expect to be required for a job.

Basic duties are similar to task performance, which is defined as the behaviors that serve the goals of an organization through the development of a product, and which are recognized as part of the job (Rotundo & Sackett, 2002). Basic duties associated with any job make up a major aspect of the responsibilities connected to that job. One definition specified basic duties (or in-role behaviors) as required, expected, regular and ongoing behaviors related directly to job performance; lack of performing said behaviors may result in reprimand or even loss of the job (Dyne & LePine, 1998). Basic duties are the tasks that an individual is being paid to complete.

A second component of career responsibility is extra-role behaviors. This aspect mirrors citizenship performance discussed in Rotundo and Sackett (2002). These behaviors have been defined as informal, non-specific work behaviors that are proactive, affiliative and challenging, in which lack of performing them leads to no negative consequences (Dyne & LePine, 1998). Extra-role behaviors have also been defined as behaviors that are both pro-social and not required (Alotaibi, 2001). In terms of

the present scale, the latter (and broadest) definition has been used to define the construct. Extra-role behaviors, since they, by definition, go 'above and beyond' normal duties, have been added as a dimension to career responsibility in order to more fully capture the construct for both the real and ideal self. The difference between in-role (i.e. basic) and extra-role behaviors was examined by Dyne and LePine (1998). Using hierarchical regression, they found that extra-role behaviors significantly added to both peer and supervisor performance ratings, solidifying the fact that extra-role behaviors added something to the idea of 'job' above and beyond the definition of 'basic duties'.

A third facet of career responsibility is career advancement behaviors. Career advancement behaviors are ambition related behaviors that are focused on advancing an individual's standing in either the profession or a specific company. Work done by DesRochers and Dahir (2000) examined if career advancement behaviors were indeed separate from extra-role behaviors. Factor analysis showed that career advancement was a separate factor from organizational and professional commitment, which are very similar to extra-role behaviors. Therefore, career responsibility is defined along three main dimensions:

basic duties, extra-role behaviors, and career advancement behaviors. These dimensions also allow for clear operationalization of the career responsibility construct.

Family Responsibility

The construct of family responsibility is defined as family duties which an individual must carry out and which others are depending on that individual to carry out. In regards to specific roles, the family role has been defined as 'specific attitudes and behaviors associated with people's devotion to family roles...behavioral measures include extent of participation in family activities and quality of role performance' (Lobel, 1991). Family responsibility tends to be child-centered, expert-guided, emotionally absorbing, and labor-intensive (Blair-Loy, 2001).

Family responsibility incorporates the responsibilities for housework, childrearing and elder care. Household responsibilities include all the jobs that are performed to take care of the house and its occupants. This includes such things as cleaning the house, doing the laundry, and cooking the meals. Childcare responsibilities include all the jobs that are performed to take care of children. This includes such things as monitoring schoolwork and driving them to where they need to go.

Eldercare responsibilities include all the jobs that are performed to take care of elders. This includes visiting and driving them where they need to go. Overall, the basic components of family responsibility remained constant throughout the literature in their dimensions of the family responsibility construct, those being childcare, household, and eldercare behaviors (i.e.: Lobel, 1991; Spade & Reese, 1991; Shelton, 1990; and Mederer, 1993).

Constructs in the Literature

The constructs of interest have each been examined in the literature. Career responsibility is one of the constructs that have been previously measured (Valentine, 2001; Burton, Hinton, Neilson, & Beastall, 1996; Kacmar et al., 1999; Alotaibi, 2001). One difficulty in measuring career responsibility was to develop items that could generalize across most, if not all, jobs. This is due to the fact that most jobs differ more than they are alike in regards to specific behaviors. The answer lay in being broad enough to generalize across most jobs, but specific enough to operationalize career responsibility into specific behaviors.

In regards to career responsibility, some have taken the approach of looking at everyday duties (Valentine,

2001; Burton et al., 1996). Burton, Hinton, Neilson and Beastall (1996) created the Perceived Responsibility Questionnaire (PERES). The PERES questionnaire measures job duties of a participant as seen by the participant, which closely resembles the facet of career responsibility called basic duties (Burton et al., 1996). Another scale dealing with basic responsibilities, the Perceived Supervisor Responsibility Measure (PSRM) looked at responsibility in terms of those who are 'in charge'. The PSRM attempted to measure the responsibilities of power, specifically when decisions influence subordinates directly (Valentine, 2001). Career advancement has also been examined in the literature. A study done by DesRochers and Dahir (2000) measured career advancement and contained items regarding importance levels (for example, "How important is it that you succeed in your present firm"). Although all scales examined were helpful in developing the career construct of the present measure, they were insufficient because neither scale examined both basic and non-basic tasks (Valentine, 2001; Burton et al., 1996; DesRochers and Dahir, 2000), and most did not use specific behaviors (Valentine, 2001; DesRochers and Dahir, 2000).

Family related tasks have also been previously examined in the literature, although they differed in the explanation of how to measure the tasks. One study operationalized family responsibility behaviors in terms of consolidating behaviors into an entire role (Lobel, 1991). A second study examined attitudes of family responsibilities in terms of gender-specific responsibilities (Spade & Reese, 1991). A third study looked at how many minutes each task of a list took (Shelton, 1990), and yet a fourth study separated tasks into management and accomplishment measures, which were also divided among gender (Mederer, 1993).

Although useful as a source of information for developing the Family construct items in the present study, they are, of themselves, insufficient for direct application. First, items did not consistently easily translate into real/ideal wording. Second, the application of gender in two measures (Spade & Reese, 1991 and Mederer, 1993) was counterproductive to the purpose of the present study, which captured tasks performed based on real/ideal self and not gender-role theory. Finally, the remaining two studies were insufficient as behaviors were consolidated into entire roles (Lobel, 1991), or were

focused on time (Shelton, 1990) instead of measuring independent behaviors.

The present measure defines the construct into specific behaviors, which can then be translated into both real and ideal measures. By measuring behaviors, it is unnecessary to ask questions regarding gender; gender differences in responsibility level will be apparent through looking at the perceptions of behaviors. Since WFC arises due to limited resources of time and energy of an individual, behaviors are used because they capture time, and by default, energy as well. This is represented in the family and career items created for the measure in the current study.

Other than looking at just behaviors, the proposed scale of this study also plans to examine ideal self versus real self. An extensive review of the literature revealed no scales that examined both ideal/real self in reference to career and family related behaviors. One study dealing with ideal versus real self was shown to be situation based (Sprinthall & Bennett, 1978). Another ideal self-image measure had a subjective format (Bybee, Glick, & Zigler, 1990). A third measure, by Eells and Leavenworth (1997) used a free writing response format. The findings of these studies support the fact that the

distinction between real and ideal self is meaningful. As the present scale attempts to capture real/ideal selves within the WFC area, behaviors were chosen as they capture both time and energy and are therefore compatible with Greenhaus and Parasuraman's (2001) definition. Thus, it is the measure of ideal and real perceptions of behaviors that are of interest. Since none of the real/ideal scales mentioned used a behaviorally based format, none would be adequate to use in regards to career and family responsibilities.

Item Development

Initial item development was done in Fall 2002 (Carrol-Cook, Santos, Watiki, & Hacker, 2002). Items developed were based on a literature review. Original items developed can be viewed in Appendix K. Specifically, research and theories regarding the career responsibility construct (Alotaibi, 2001; Burton et al., 1996; Kacmar et al., 1999; Rotundo & Sacket, 2002; Valentine, 2001) and family responsibility construct (Lobel, 1991; Lundberg & Pollak, 1996; Mederer, 1993; Spade & Reese, 1991; Shelton, 1990) was examined, as previously mentioned. This was to ensure the developed questions were content valid, and based on the proposed constructs. Based on the literature

review, subject matter experts (SMEs) each developed a bank of 50 questions. Each set of 50 questions was relative to one of the four parts of the scale (Career Responsibility Real and Ideal, and Family Responsibility Real and Ideal), and yielded a total of 200 questions.

Questions were then compared within career (real and ideal) and family (real and ideal) and examined for inter-rater agreement. The principle SME examined the bank of 200 questions, and compared the content of the questions to each other. The decision to include an item in the final scale was based on two criteria. The first criterion was consistency (agreement) between raters. Second, items that demonstrated inter-rater agreement were then examined for degree of representation. Items that were job specific, thus not representative of multiple jobs, were excluded. The ten items under career responsibility and family responsibility that demonstrated inter-rater reliability and representation across jobs were chosen to represent the constructs in the present scale. After items were chosen, they were then phrased in terms of perception of "ideal" or "real" behaviors.

The final 40 items, as well as a demographic sheet, were administered to 186 students at California State University, San Bernardino, who either filled out the

forms or shared them with family members. One-hundred and twenty-six of the forms were returned.

Before analysis, the data was screened for violations of normality. Deletion of 15 univariate and/or multivariate outliers reduced the total number of participants to 111 adults (47 males and 64 females). A principal axis factor extraction forcing six factors (based on the literature-driven construct definition to correspond with Career Responsibility: Basic, Extra-role, Advancement and Family Responsibility: Household, Childcare, Eldercare) was performed with oblique rotation was done using SPSS. This method was used for all items.

Factor analysis was interpreted using a suppression of all loadings under .32, as this demonstrates 10% overlapping variance and is considered the threshold of meaningful interpretation on variable loadings (Tabachnick & Fidell, 625). Item loadings on factors were only somewhat represented by the constructs proposed with the Career and Family Responsibility sub-scales (as given above). A six factor solution was tested, in which interpretation partially matched proposed construct sub-scales.

Two items did not load onto any factor. The first item, having to do with Career Responsibility, was

rewritten. The second item, a Family Responsibility Household item, read, "I maintain the outside of the home". Inability to load on a factor was proposed to be due to the high volume of apartments in the geographic area of the sample, which would negate the need for anyone to perform outside maintenance duties in their home. As item development was preliminary and inability to load was likely due to sample, it was decided the item would remain in the scale and be examined closely upon further testing. Factor loadings can be seen in Table 1.

Items did not load entirely as predicted by construct definition. While Family items for Childcare and Household tasks loaded as predicted, Eldercare items, while represented on one factor, were negative. Unusual loading for eldercare were attributed to sample (e.g. mainly college students), and so remained in the measure so as to retain that aspect of family responsibility as well as examine the outcome of items under another sample. Overall, three clear factors arose under Family Responsibility.

Career items loaded only partially as predicted. Career Basic items fell into a distinct factor, with one item being rewritten as noted earlier. Inconsistencies arose around Career Advancement and Extra-role behaviors,

which primarily loaded onto one factor (with a single extra-role behavior loading negatively on a last factor). While initial EFA supported these two, and not the original three, factor solution for career, previous research coupled with a limited (college-only) sample and the addition of new items (see pilot study) supported the continued conceptualization of the 3 components of career responsibility for further testing. In conclusion, the items were all kept as part of the CFRDS.

Table 1. Initial Factor Loadings of Items

Item	Career Basic	Family Child care	Family House care	Family Elder care	Career Non-Basic	Career Extra
I take initiative, doing what is needed without being told					.43	
I increase my skills in order to be able to better handle a higher position					.57	
I put in effort beyond that normally expected in order to help my organization succeed						-.55
I always want to be a member of the organization/profession					.52	
I find time to increase my personal skills and abilities in order to be a better asset to the profession/organization					.73	
My job requires me to completely focus in order to complete my duties	.68					
My job requires me to follow organizational rules, policies and procedures.						
My job requires me to use feedback of customers/other workers	.56					
My job requires me to provide a high quality/quantity of my output	.71					
My job requires me to communicate with others	.44					
I clean the main living areas inside the home			.68			
I maintain the outside of the home						
I food shop for the family			.59			
I prepare the meals			.88			
I do the laundry			.47			
I either bring my children where they need to go, or are involved in a carpool		.93				
I help my children with their homework		.91				
I spend quality time with my children an average of 1/2 hour a day		.93				
I spend time with older relatives				-.91		
I take care of some or all of the needs of elder relatives				-.84		

* all loadings below .32 were suppressed

Data was also examined for reliability. The Career Responsibility Real scale had a Cronbach Alpha reliability of .83. The Career Responsibility Ideal scale had a Cronbach Alpha reliability of .87. Next, the Family Responsibility Real scale had a Cronbach Alpha reliability of .80. Finally, the Family Responsibility Ideal scale had a Cronbach Alpha reliability of .88.

This pilot study allowed an examination of item usefulness as well as their relativity to each other. High reliabilities allow confidence in the using of this scale for further research. Item analysis pointed toward a re-writing of items in order to increase the strength of the scale. Rewriting was done in order to term the items in a more generalized form. The two items that did not load in the original analysis were re-examined after the next study.

The Present Study

The present study attempts to capture WFC in terms of work and family responsibility, as well as ideal and real self, within a single scale. The Career and Family Responsibility Discrepancy Scale will be developed containing a separate Career Responsibility and Family Responsibility sub-scale. For each sub-scale, the

individual will report not only their actual (real) behaviors, but also the ideal-self behaviors. It is proposed that the discrepancy between real- and ideal-self behaviors will be the direct measure of WFC. In terms of the present measure, "discrepancy" refers to the absolute difference between real and ideal behaviors. That is, the numerical value represents the distance between real and ideal behaviors, and does not indicate which value is higher.

Measure and Construct Validation

The purpose of the present study is to validate the content of the Career and Family Responsibility Discrepancy Scale (CFRDS). The scale can then be used to examine differences between men and women through comparison with other scales.

Responsibility Validation

The first step was to validate the responsibilities themselves. The Family Responsibility sub-scale includes taking care of individuals. This includes both children and elders, and assumes younger children require more care than older children.

Hypothesis 1a. Having children and/or having to care for an elder will have a strong positive correlation with

Family Responsibility Real sub-scale. In addition, the average age of children will have a negative correlation with the Family Responsibility Real sub-scale.

People who have high salaries can generally be expected to have positions that require more responsibility (Renner, Rivers & Bowlin, 2002), as increased responsibility is often rewarded with higher pay. The career construct is defined as work duties which an individual must carry out and which others are depending on that individual to carry out (Valentine, 2001). Both pieces of the definition reflect responsibility.

Hypothesis 1b. A higher salary range will have a strong positive correlation with the Career Responsibility Real sub-scale.

Organizational Commitment has, in the past, been linked to extra-role behaviors (Van Dyne & LePine, 1998). These, in turn, have been found to be different from inter-role behavior (i.e. basic duties). A scale developed by Williams and Anderson (1991) measures both organizational commitment behaviors and inter-role behaviors. This scale taps into the same behaviors measured in the career responsibility scale (real

behaviors), specifically, extra-role behaviors and basic duties (respectively).

Hypothesis 1c. The Organizational Commitment Behavior/Inter-Role Behavior (OCB/IRB) scale will have a moderate positive correlation with the Career Responsibility Real sub-scale.

Career tasks, defined as above through OCB and IRB behaviors (Williams & Anderson, 1991), are unrelated to family responsibility, which incorporates responsibility for housework, childrearing and elder care.

Hypothesis 1d. The OCB/IRB scale will have no relationship with the Family Responsibility Real sub-scale.

Household tasks are an aspect of family responsibility, which include cleaning, cooking, shopping, and gardening. The Household Task Scale measures these (Atkinson & Huston, 1984).

Hypothesis 1e. The Household Tasks Scale will have a moderate positive correlation with the Family Responsibility Real sub-scale.

Household tasks, defined as responsibilities that include all the jobs that are performed to take care of a house and its contents, are unrelated to career tasks, defined as the behaviors that serve the goals of the

organization through the development of a product, and which are recognized as part of the job (Rotundo & Sackett, 2002).

Hypothesis 1f. The Household Tasks Scale will have no relationship with the Career Responsibility Real sub-scale.

Discrepancy Score Validation

Job satisfaction is a measure of how much an individual is happy with his or her job. The Career Responsibility Discrepancy score is an indication of job anxiety, as the discrepancy link to anxiety (Eells & Levensworth, 1997) would be relevant to job under career behaviors, and should have a negative relationship with happiness.

Hypothesis 2a. The Job Satisfaction Scale will have a moderate negative correlation with the Career Responsibility Discrepancy score.

Family functioning has been defined as "how do the several personalities in a family cohere in an ongoing structure that is both altered and sustained through interaction" (Bloom, 1985, p. 225). By using items in a family functioning scale that deal only with how well the family gets along, this scale can be used to measure happiness, which should have a negative relationship with

anxiety. The family discrepancy score is an indication on anxiety about family.

Hypothesis 2b. The modified Family Functioning Scale will have a moderate negative correlation with the Family Responsibility Discrepancy score.

Overall Discrepancy Score

It has been the argument of this paper that WFC is based not only on gender roles, but also more specifically, on the difference between real and ideal self behaviors in regards to both work and family. The discrepancy between these real and ideal behaviors for work and family will be determined and added up to a total discrepancy score.

Hypothesis 3. WFC scale will have a strong positive correlation with the CFRDS total overall score.

The overall discrepancy score is an indication of anxiety (Eells & Leavensworth, 1997).

Hypothesis 4. A general measure of anxiety will have a strong positive correlation with the CFRDS overall score.

Job characteristics refer to specific aspects of a position, such as autonomy and feedback. They do not reflect the time and energy required of a position.

Therefore, job characteristics should have a negligible relationship with any measure of WFC.

Hypothesis 5. A job characteristics measure will have a non-significant relationship with the CFRDS overall score.

All of the above hypotheses have been summarized into Table 2.

Table 2. Hypotheses and Validity Testing

	Family Responsibility	Career Responsibility	Family Discrepancy	Career Discrepancy	Overall Discrepancy
1a	Convergent				
1b		Convergent			
1c		Convergent			
1d	Discriminant				
1e	Convergent				
1f		Discriminant			
2a				Convergent	
2b			Convergent		
3					Convergent
4					Convergent
5					Discriminant

Work Family Conflict Construct
Definition Validation

Support for Gender/Work Family Conflict Relationship

Women have consistently shown to report higher levels of WFC than men (Greenhaus & Parasuraman, 2001; Honeycutt

& Rosen, 1997; Lobel, 1991; Sanders, Lengnick-Hall, Lengnick-Hall, & Steele-Clapp, 1998; Spade & Reese, 1991), as covered in depth earlier in this paper.

Hypothesis 6. Females will report significantly higher WFC scores than males.

Preliminary Support for the Current Argument

Women historically reported higher levels of WFC than men (Greenhaus & Parasuraman, 2001; Honeycutt & Rosen, 1997; Lobel, 1991; Sanders, Lengnick-Hall, Lengnick-Hall, & Steele-Clapp, 1998; Spade & Reese, 1991), despite the fact that there has been an increase in men performing family behaviors (Blair-Loy, 2001; Lobel, 1991). In addition research shows that discrepancies in real and ideal self lead to anxiety and depression (Eells & Levenswoth, 1997). It is the argument of the present paper that the discrepancy between real and ideal behaviors, in family and career, resulting in anxiety and depression, is a more robust picture of the source of conflict between work and family (WFC).

Hypothesis 7a. Females will have significantly higher CFRDS overall discrepancy scores than males.

Research shows that families were more important for women than men in life satisfaction (Parasuraman et. al., 1992). Research also shows that generally women are

socialized to take a more family-salient role than men (Lobel, 1991; Blair-Loy, 2001; Wiley, 1991). In addition, women are argued to identify with a career role as much as men, but identify more with a family role than men (Lobel, 1991). Therefore, women and men are argued to report the same amount of real/ideal discrepancy scores for career. However, women are argued to have higher levels of WFC because they have a larger real/ ideal behavior discrepancies for family than men.

Hypothesis 7b. There will be no significant mean differences in the Career Responsibility Discrepancy Scores between men and women.

Hypothesis 7c. Women will have a significantly higher mean Family Responsibility Discrepancy Score than men.

CHAPTER FOUR

PILOT STUDY

Methods

Purpose

The purpose of the pilot study was to validate the item development through a retranslation of the items. As the next step in the process of measurement construction, the retranslation served as a strong content validation of the items proposed.

Participants

Ten Subject Matter Experts (SME's) were used in this pilot study. Of the 10 participants, 3 were African American, 1 was Hispanic, and 6 were Caucasian. Nine participants were either married or co-habiting, in which both partners were working at least 20 hours a week; 1 was single. Of the 10 participants, 8 had children while 2 did not. Participants were gathered from California State University, San Bernardino as well as Covina Valley Unified School District.

Measure

The measure was of the items of the Career and Family Responsibility Discrepancy Scale (CFRDS). Of the original items discussed previously (see Appendix K), more items

were added in order to potentially increase the reliability of the scale. All these items can be seen in Table 3. Career Responsibility was measured using three dimensions - Basic duties (15 items), Extra-role behaviors (9 items), and Career Advancement behaviors (8 items). Family Responsibility was measured using three dimensions -Childcare (10 items), Household (15 items) and Eldercare (8 items).

Table 3. All Items Tested for Use in the Career and Family Responsibility Discrepancy Scale

	Original (O), Additional (A) or Rewritten ('R)	Final CFRDS
CAREER RESPNSIBILITY ITEMS		
<u>Basic Duties</u>		
1. My job requires me to completely focus in order to complete my duties	O	X
2. My job requires me to follow organizational rules, policies and procedures.	O	X
3. My job requires me to use feedback of customers/other workers	O	X
4. My job requires me to provide a high quality/quantity of my output	O	X
5. My job requires me to communicate with others	O	X
6. My job requires me to give written reports on a regular basis.	A	X
7. My job requires me to interact with superiors	A	X
8. My job requires me to deal with stressful situations	A	X
9. My job requires me to make decisions that affect co-workers	A	
10. My job requires me to be accountable for the actions of others	A	
11. My job requires me to take risks	A	X

	Original (O), Additional (A) or Rewritten (R)	Final CFRDS
12. My job requires me to use a lot of information to make decisions	A	X
13. My job requires me to manage many tasks at one time	A	X
14. My job requires me to interact with customers	A	X
15. My job requires me to keep up with current advances in my field	A	
<u>Extra-Role Behaviors</u>		
1. I put in effort beyond that normally expected in order to help my organization succeed	O	X
2. I always want to be a member of the organization/profession	O	X
3. I find time to increase my personal skills and abilities in order to be a better asset to the profession/organization	O	
4. I am involved in organizational events (e.g.: social, charity) outside the work environment	A	X
5. I stay late, even when it is not required	A	X
6. I offer social support to coworkers	A	X
7. I put the company first when I am on company time	A	
8. I propose changes that will help the company	A	
9. I do more than necessary at my job	A	X
<u>Career Advancement Behaviors</u>		
1. I take initiative, doing what is needed without being told	O	
2. I increase my skills in order to be able to better handle a higher position	O	X
3. I take opportunities to network with other employees	A	
4. I ask for extra projects/work in order to gain new experience	A	
5. I put in extra time in order to move up in my organization/profession	A	X
6. I am aware of and follow office politics	A	
7. I wish to move up from my current position	A	X
8. I undergo education experiences to advance my knowledge of my job/profession	A	X
FAMILY RESPONSIBILITY ITEMS		
<u>Household Duties</u>		
1. I clean the main living areas inside the home	O	X

	Original (O), Additional (A) or Rewritten ('R)	Final CFRDS
2. I maintain the outside of the home	O	X
3. I food shop for the family	O	X
4. I prepare the meals	O	X
5. I do the laundry	O	X
6. I take care of repairs around the house	A	X
7. I do the dishes	A	X
8. I am in charge of assigning chores	A	X
9. I make doctor's appointments	A	X
10. I am in charge of keeping track of the bills	A	X
11. I take care of the pets	A	X
12. I take out the trash/recycling	A	X
13. I dust around the house	A	X
14. I clean the kitchen	A	X
15. I clean the bathroom	A	X
<u>Childcare Duties</u>		
1. I either bring my children where they need to go, or are involved in a carpool	O	X
2. I help my children with their homework	O	X
3. I spend quality time with my children an average of 1/2 hour a day	O	X
4. I know where my children are	A	X
5. I spend time with my children in the evenings	A	X
6. I am responsible for the cleanliness of the children	A	X
7. I am in charge of the children's breakfast/lunches	A	X
8. I shop for clothes for my children	A	X
9. I mediate fights between my children	A	X
10. I discipline the children when necessary	A	X
<u>Eldercare Duties</u>		
1. I visit with older relatives	R	X
2. I shop for older relatives	R	X
3. I clean for older relatives	R	X
4. I cook for older relatives	R	X
5. I set up appointments for older relatives	R	X
6. I provide transportation for older relatives	R	X
7. I help older relatives financially	R	X
8. I administer medicine to older relatives	R	X

Procedure

The procedure was an SME content study. Each participant was given the construct definitions of each of the six sub-scales (Career Responsibility: Basic, Extra-role, Advancement; Family Responsibilities: Household, Childcare, Eldercare). Each participant was then given the pre-developed items, and asked to perform a retranslation of the items. This required the participants to read the item, and then group it into one of the six sub-scales. The goal of the retranslation was to determine if an item accurately reflected the dimensions proposed, or if instead the item was inconsistently assigned to different sub-scales.

Analysis

Items were evaluated on their SME retranslation. For each item, inter-rater agreement on an item's placement in the scale by 7 out of 10 of the SME's was obtained for retention in the scale. This threshold was chosen to balance the need for content validity against the intention to include as many items as possible for use in the measure, as it was the expectation to perform further exploratory factor analyses on the items. Any items that did not meet this criterion were thrown out.

Results

Table 3 shows all items examined by the raters, and indicates which items were added after the initial item development and which items had an inter-rater agreement of at least 70%. All indicated items were then used in the CFRDS.

CHAPTER FIVE
VALIDITY STUDY METHODS

Participants

Participants were required to be either married or co-habiting, and both individuals in the home must be working at least 20 hours a week. It was decided to use 20 hours per week as a minimum for several reasons. First, it was important that both partners were working to ensure that tasks did not split on traditional gender roles due to living arrangements. Second, as below 20 hours a week is considered part-time work, the WFC effect was assumed to be small. Finally, the threshold was not set above 20 hours per week in order to increase the generalization of the data.

Initial data was gathered from students at California State University, San Bernardino, as well as from the Orange Country, New York area. Further data gathering was concentrated in the lower New York state area. Initial n before data cleaning was 209 participants.

Of the participants, 149 were female while 49 were male (with 1 non-response to the gender question). The average age of participants was 32, with a range of 18 to 64. 203 reporting living with a significant other (with 1

non-response), and the average number of children was 1.2, with 90 participants reporting not having any children. The participants worked an average of 34 hours per week, while their partner worked an average of 38 hours per week. Only 21 participants reported that they took care of elders. Finally, the average salary for the participants was \$31,748, while the average household salary was \$62,852.

Measures

Career and Family Responsibility Discrepancy Scale

After the pilot study of the measure, two adjustments were made to the measure: the removal of the items based on the pilot results as indicated in Table 3, and the change in wording to reflect both an ideal and real state [See Appendix A].

The final CFRDS score was a discrepancy based score calculation, using the differences between the real and ideal behaviors identified in each Family and Career Responsibility sub-scales (Career: Basic, Advancement, Extra-role; Family: Household, Eldercare, Childcare). For each of the 6 sub-scale constructs, a mean Real score and a mean Ideal score was calculated. To then determine the discrepancy score for each sub-scale, the absolute

difference between the Real and Ideal mean scores was calculated. For example,

$$\text{Family Household Sub-scale Discrepancy} = \\ \text{Absolute Value Household (Real - Ideal)}$$

To then calculate the final score, the 6 sub-scale discrepancy scores were added together.

$$\text{Career and Family Responsibility Discrepancy Score} = \\ \text{Family Household Discrepancy} + \text{Family Eldercare} \\ \text{Discrepancy} + \text{Family Childcare Discrepancy} + \text{Career Basic} \\ \text{Discrepancy} + \text{Career Advance Discrepancy} + \text{Career} \\ \text{Extra-role Discrepancy}$$

Figure 1 demonstrates the variables and how they lead to discrepancy outcomes.

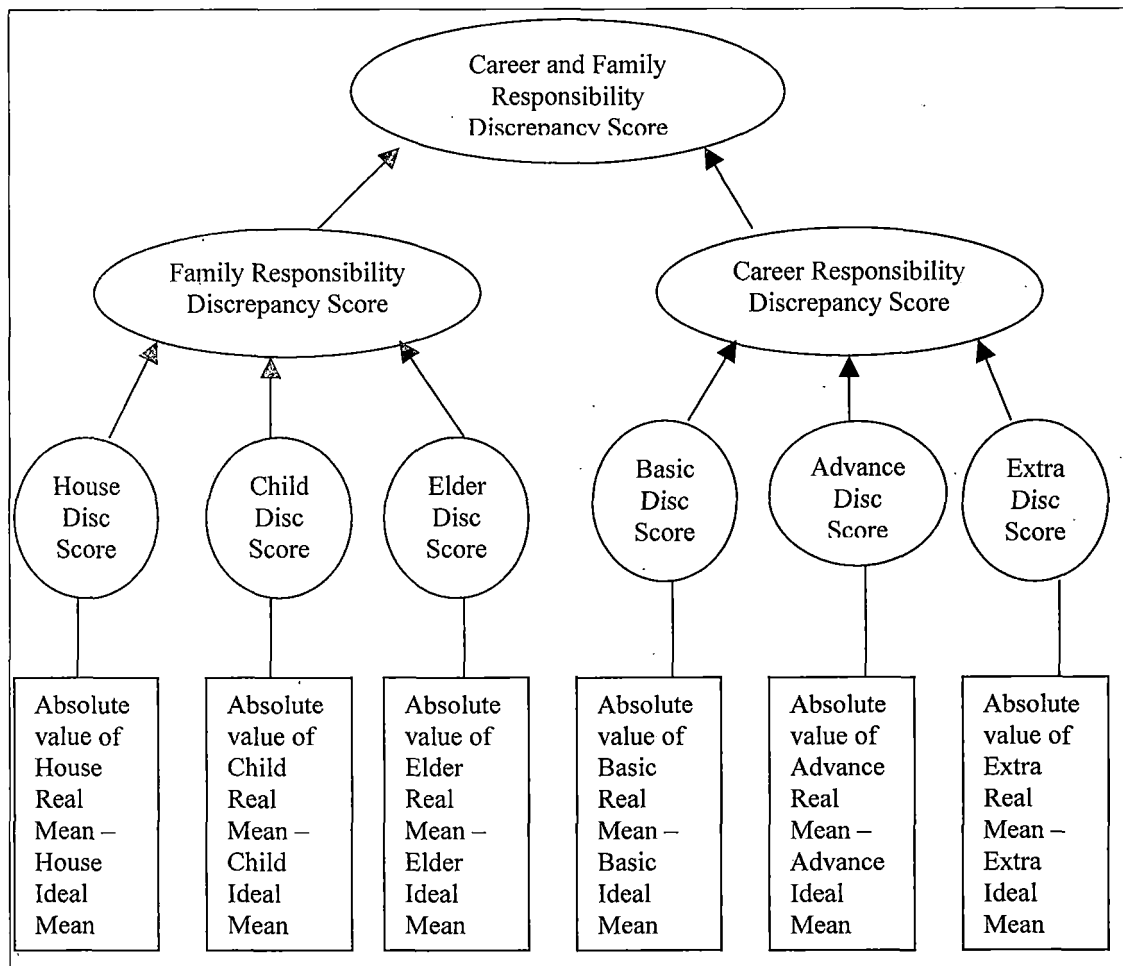


Figure 1. Demonstration of Discrepancy Score Calculation

It is important to note the reasoning behind using absolute scores. First, as the CFRDS score demonstrates the combined discrepancies of all sub-scales, it was important that a negative score on one items didn't 'cancel out' a positive score on another item, as this would reflect less discrepancy (and thus conflict) instead of more. Second, the CFRDS is intended to measure strength, not direction, of discrepancy. While logically

one would assume that the ideal self would have a larger score than real self, this is not necessarily the case - an individual may be performing real behaviors at a level higher than they would be ideally. (For example, driving children to and from places (real) more than they wish they were (ideal)). However, in both cases (ideal larger than real, or real larger than ideal) it is still the amount of discrepancy, and not the direction, which the researcher was interested in. Finally, there has been support for the fact the absolute discrepancy scores have stronger reliability than non-absolute discrepancy scores (Hoge & McCarthy, 1983). The tables below illustrate range, minimum, maximum, mean and standard deviation of final scores used in the present study using both absolute and non-absolute calculation.

Table 4. Range, Mean and Standard Deviation of Non-Absolute Calculation (Ideal - Real)

	Range	Mean	SD
Family Discrepancy Score	11.94	-.48	1.89
Household	5.03	-.59	.93
Childcare	4.9	-.22	.73
Eldercare	6	.33	.91
Career Discrepancy Score	8.35	.12	1.55
Basic	3.88	-.19	.62
Advance	3.75	.21	.72
Extra-role	4.5	.09	.66
CFRDS	17.01	.37	2.89

Table 5. Range, Mean and Standard Deviation of Absolute Calculation

	Range	Mean	SD
Family Discrepancy Score	8.59	2.01	1.26
Household	3.31	.86	.68
Childcare	2.7	.46	.61
Eldercare	3	.69	.68
Career Discrepancy Score	4.5	1.5	.96
Basic	2.5	.45	.47
Advance	2.25	.56	.49
Extra-role	2.84	.49	.45
CFRDS	12.31	3.5	1.77

Demographic Variables

Status regarding marriage/co-habitation status, children, sick elder, and salary range was collected [See Appendix B].

Work Family Conflict Scale

The scale developed by Carlson, Kacmar, and Williams (2000) is an 18-item scale, with an alpha of .89. Discriminant and construct validity were shown by Carlson et al. (2000).

Items were answered on a five point Likert-type scale, with responses ranging from (1) disagree to (5) strongly agree, in which a larger number indicated higher levels of conflict [See Appendix C].

Inter-Role Behavior/Organizational Commitment Scale

The measure developed by Williams and Anderson (1991). The 21-item scale had an overall alpha of .80. IRB and OCB were found to measure separate constructs through factor analysis in the original study (Williams & Anderson, 1991).

Response was a Likert-type scale where (1) = strongly disagree, and (5) = strongly agree, in which a larger number indicated higher levels of organizational commitment [See Appendix D].

Household Tasks Scale

Developed by Atkinson and Huston (1984), this is a measure of how well people complete tasks that are performed around the house. The 26 items were divided into two sub-scales (male and female), and the reported an overall alpha of .84. Items were answered based on a 4 point Likert-type scale, with (1) = not do a good job, and (4) = do a very good job, in which a higher score indicated a higher level of performance [See Appendix E].

Job Satisfaction Measure

The scale used by Conway and Briner (2002) is a short measure of how satisfied an individual is with hi or her job. The 2-item scale had an alpha of .73. Item responses were based on a 5-point Likert-type scale, with (1) = I am not satisfied at all, to (5) = I am extremely satisfied and couldn't be more satisfied, in which a higher score indicated greater job satisfaction [See Appendix F].

Family Functioning Scale

This scale, developed by Bloom (1985) was a 75 item scale, with 15 5-item sub-scales. At this juncture, the researcher was concerned about the length of the full questionnaire, in that length could potentially effect return rates. For the sake of parsimony in the present

study, 1 item from each sub-scale was used, chosen based on factor loading and representation

Five scales were not used (1 for locus of control, 3 for family governmental style, and 1 for enmeshment) due to the fact that, after examination, they were deemed inapplicable to the purpose of the present study. Cronback alpha was .68 for the 10 items used in the present study.

Items were answered on a 4-point Likert-type scale, with (1) = very untrue of my family, and (4) = true of my family, in which a higher score indicated higher levels of family functioning [See Appendix G].

Manifest Anxiety Scale (Short Form)

The scale was developed by Taylor (1953), and revised by Bendig (1956). The 20-item scale, in which participants answer "true" or "false", had an overall alpha of .78 in the present study. Original items used were determined through the use of SMEs, normative data and statistical analysis. It was validated through convergent and divergent validity procedures. The revised version was determined to be as reliable and valid as the original 50-item form. In this scale, the higher the score, the higher the report of anxiety [See Appendix I].

Job Characteristics Scale

The scale used by Taber, Beehr and Walsh (1985) is an 18-item scale. Overall alpha for the measure was .81 in the present study. Responses were given on a 7-point Likert-type scale, with responses ranging from (1) disagree to (7) agree. A higher score on a sub-scale indicated the job having more of that characteristic [See Appendix J].

Procedure

Final questionnaire contained 230 measure items, as well as 10 demographic items, for a total of 240 items. Estimated time for completion of the questionnaire was 60 to 90 minutes. Items were either answered on a separate scantron form, or directly onto the paper copy of the survey page.

Data were collected from several sources over an extended period of time. One source was California State University, San Bernardino during the 2001-2002 time period. Students were addressed via the classroom setting. Some were given an incentive for answering the questionnaire in some form of additional points.

The second source of data came mainly from the lower New York State area, focused primarily within Orange County, as that was where the researcher had contacts to

assist with questionnaire distribution and collection. The researcher provided friends and family with the questionnaire packet, along with verbal instructions for handing out and collecting the data. This was done during 2001-2002, as well as 2005-2006.

All scales were handed out to all participants. Scales had an informed consent form as well as a debriefing form [See Appendix H]. After scales were returned, data was manually entered into a text file and then imported into SPSS 14.0.

Analysis

Analyses were performed using SPSS 14.0 and 15.0.

Exploratory Factor Analysis

A series of Exploratory Factor Analyses (EFA) were performed on the dataset for all items in the CFRDS. Factors were forced based on previous construct validity measures, as well as initial EFA findings for both the real and ideal items. Multiple EFAs were run to examine underlying structure for both the Family and Career Responsibility dimensions. Due to limited sample size, however, results are presented in Appendix L, and not as part of the overall study.

Correlation Analysis

The Family Responsibility sub-scale was examined by looking at their correlation with having children, having elders to care for, household tasks, and family functioning. Career Responsibility sub-scale was examined by looking at the relationship between the Career Responsibility scores and salary as well as job satisfaction. The overall CFRDS will be examined against scores from an established WFC scale, a job characteristics scale, and an anxiety scale. All correlations were examined through the use of a bivariate correlation matrix.

ANOVA

Gender differences in WFC-traditional scores, CFRDS-discrepancy scores, CR-discrepancy scores and FR-discrepancy scores will be examined through use of ANOVA, as direction was proposed.

CHAPTER SIX
VALIDITY STUDY RESULTS

Data Screening

Sample

Proposed n of 300 was not reached due to low return rate for the distributed questionnaires. Participants are primarily from the San Bernardino, California and lower New York state area. Initial n prior to data cleaning was 215 participants.

Data Cleaning

Survey Response Error. Proposed number of participants was 300 (Ullman, 2001). This number is based off the fact that initial factor loadings were moderate to high (see Table 1), and the fact that the analysis was to be confirmatory (not exploratory). During the collection of data, it was discovered that the initial questionnaires had a numbering error on them. Due to the response method (replying on a scantron, instead of directly on the questionnaire), and the location of the error (within the first half of the questionnaire), the researcher was unable to use approximately 100 surveys. These surveys are not counted as part of the 215 mentioned above.

Before analysis could begin, all problematic data had to be removed from the sample. Initial cleaning showed 6 returned surveys that did not complete the questionnaire in full, and were thus removed from the analysis, leaving an n of 209 participants. Next, frequency tables were run on all items to see if a non-available response was given. A non-available response reflects an answer that is not a number/letter provided for within the range of responses. For example, if an item had a response of either 1 (True) or 2 (False), a non-available response would be anything other than a 1 or a 2 (out of range). Although a total of 46 surveys had responses that were non-available, that left a remaining n of 163. As that was adequate sample size for the analyses to be performed, the non-available cases were removed to ensure integrity of the data.

Missing Data Analysis. Before reviewing missing data from a variable perspective, initial review was done on a case-by case basis. Three cases were missing more than 45 (16%) responses and were thus removed from the dataset, leaving a final n = 160.

In discussing missing data, it is important to note that participants were given the option of the response 'Not Applicable' to all items in the developed CFRDS coded as '0', while items with a blank response were coded with

'9'. Initial review by item shows a large percentage of responses coded 0 existed within the sub-scales Family Responsibility Childcare and Family Responsibility Eldercare (both real and ideal). As this yields a discrepancy score of 0 for each of the sub-scales, and the subsequent overall scores are reached through addition of the discrepancy scores, it was determined that the missing information was meaningful in this case. For example, if one does not have a child than a discrepancy score of 0 is a true score (meaning no discrepancy between real and ideal behaviors, and therefore no reported measure of WFC for that sub-scale).

Real/Ideal Scale Inconsistencies. Once the 12 Family and Career Responsibility sub-scales were calculated, they were examined for consistency. That is, for each pair (real and ideal Family Household, real and ideal Family Childcare, etc.) all cases were examined to test that a mean either did or did not exist for both the former and the latter. Four participants did not report children and had no reported Real mean for Family Childcare, but did have an Ideal mean for Family Childcare. Similarly, a separate 4 participants did not report having to take care of elders and had no reported Real mean for Family Eldercare, but did have an Ideal mean. In both cases, it

was assumed that all 'ideal' items were answered in anticipation of a future state, and so it was decided to recode those means as 0, as they would not be considered a present day stressor. In addition, 2 people who did report having children had no reported Real mean for Family Childcare, but did have an Ideal mean. Further examination showed that in both cases the children were grown (25 being the age of the youngest child), and so although they no longer perform the actions covered in the sub-scale (Real), it can be inferred that the Ideal questions were answered in reflection of the previous state, and as Childcare is no longer a present day stressor these means were also recoded as 0. Finally, 6 participants who did not report having children, reported a Family Childcare Real mean, but not an Ideal mean. As they only answered a few items each within the Family Childcare Real sub-scale, it was decided that the means be recoded with 0. An examination of these participants showed a significant difference with the rest of the sample against average age of child ($F(1, 87) = 5.06, p = .03$). As this was earlier assumed to be part of the response reasoning, confirming earlier assumptions, this was determined to be an acceptable relationship, and data was retained.

Skewness and Kurtosis. Skewness and Kurtosis values were examined on all scales and were deemed acceptable for all values, excepting the skewness scores for the Family Responsibility Discrepancy Score, the Career and Family Responsibility Discrepancy Score, and the Family Responsibility Real Score. All skewness scores had a positive tail, indicating that scores were distributed more closely to the low end. Scales were not transformed for two reasons - scores were only mildly skewed, and were an accurate indication of that sample, as they reflected the moderate number of individuals without children. As having a 0 score for children brought their overall score (and thus skewness) down, variables were not transformed. Not only was this an accurate representation of the sample, but therefore also did not affect interpretability of the analyses. Table 6 below shows the z-scores of the skewness and kurtosis of the scales.

Table 6. Skewness and Kurtosis z-Scores

	Skewness z-scores	Kurtosis z-scores
Career and Family Responsibility Discrepancy Score	1.41	4.48
Family Discrepancy Score	1.56	4.97
Career Discrepancy Score	.99	.67
Family Responsibility Real	-.02	-1.13
Career Responsibility Real	-.61	.98

Reliability

Initial reliability analysis was run using the final dataset. Tables 7 and 8 show the Cronbachs Alpha for all items.

Table 7. Reliability Analysis for All Career and Family Responsibility Discrepancy Scale Items

	Real	Ideal
Family Items		
Household Chores	.76	.90
Eldercare	.88	.93
Childcare	.95	.95
Career Items		
Basic	.85	.89
Advance	.79	.81
Extra-role	.55	.74

Table 8. Reliability Analysis for All Other Scale Items

Scale	Cronbachs Alpha
WFC Scale	.89
IRB/OCB Scale Total	.80
IRB Sub-scale	.76
OCB-I Sub-scale	.66
OCB-O Sub-scale	.66
Job Satisfaction	.73
Household Tasks Total	.84
Feminine	.83
Masculine	.87
Undefined	.53
Family Functioning Scale	.68
Job Characteristics Total	.81
Autonomy	.69
Variety	.20
Task Identity	.71
Task Feedback	.33
Supervisor Feedback	.50
Skill Challenge	.68
Role Clarity	.71
Manifest Anxiety	.78

While Variety and Task Feedback sub-scales had low reliability, this can be explained by the low number of items (2) in each sub-scale, and is considered acceptable as the overall Job Characteristics scale had a reliability of .81.

Calculating the Career and Family Responsibility Discrepancy Score

The calculation of the Career and Family Responsibility Discrepancy Score required several steps. First, the absolute difference in means for all separate Real versus Ideal (Household, Childcare, Eldercare, Basic, Advance, Extra-role) were calculated. Then, a separate Family and Career Discrepancy sub-scale score was calculated by adding up their three respective sub-scale construct discrepancy scores. Finally, these two scores were added together to create the CFRDS. See earlier discussion for further details.

Exploratory Factor Analysis

Due to small sample size, EFAs were performed separate from the main study. Results mimicked initial EFA findings, showing three Family and two Career factors. See Appendix L for full analysis.

Hypothesis Testing

This section examines the hypotheses proposed earlier in the paper. These hypotheses serve two distinct purposes within the paper.

The first purpose is an examination of the content validity of the new measure (the CFRDS). First, all Family

and Career Responsibility Real items will be examined against prior measures for convergent and discriminant validity purposes. Second, the discrepancy scores will also be correlated against prior measures, in order to determine divergent validity. Third, the final CFRDS score will be validated against known measures for divergent, convergent and discriminate validity.

In the second part of the hypothesis testing, the theory of the paper is tested. Differences in Gender scores are looked for in both an established Work Family Conflict measure, as well as within the new CFRDS measure. A follow-up exploratory analysis looking at gender means of the CFRDS sub-scales is also completed.

Measurement Validation

Content Validity of Family and Career Responsibility (Real) Sub-scales. The purpose of the original set of hypotheses was to examine the convergent and discriminant validity of the items in each sub-scale (Family and Career). Real items were used in the analysis.

In examining convergent validity, it was found that there is a significant positive relationship between having children and the Family Responsibility Scale ($r = .57$) and a significant negative relationship between the average age of child(ren) and the Family

Responsibility Scale (-.28). Unexpectedly, there is a significant negative relationship between having to care for an elder and the Family Responsibility sub-scale ($r = -.21$). Also, the Household Tasks scale had a moderate significant positive relationship with the Family Responsibility sub-scale ($r = .24$).

When looking at the Career Responsibility sub-scale measure, also for convergent validity, there is a significant positive relationship between having a higher salary and the Career Scale ($r = .16$). Also, the complete OCB/IRB Scale has a strong significant positive correlation with the Career Responsibility sub-scale ($r = .27$). The IRB sub-scale has a moderate significant positive correlation with the Career Responsibility Real sub-scale ($r = .18$); the OCBI Sub-scale has a strong significant positive correlation with the Career Responsibility Real sub-scale ($r = .32$); the OCBO Sub-scale has a non-significant positive correlation with the Career Responsibility Real sub-scale ($r = .15$).

When examining for discriminant validity, the Family Responsibility Real sub-scale had a non-significant relationship with the complete OCB/IRB Scale ($r = -.12$). The IRB Sub-scale had a significant negative relationship with the Family Responsibility Real sub-scale ($r = -.17$);

the OCBI Sub-scale had a non-significant relationship with the Family Responsibility Real sub-scale ($r = .01$); the OCBO Sub-scale had a non-significant relationship with the Family Responsibility Real sub-scale ($r = -.12$). In addition, when testing discriminate validity on the Career Responsibility Real sub-scale, the Household Tasks scale had a non-significant relationship with the Career Responsibility Real sub-scale ($r = .102$).

Overall, the hypotheses presented to test the separate Career and Family Responsibility real sub-scale construct validation were supported. All Family responsibilities, excepting Eldercare, were validated in the hypothesis testing. All Career responsibilities were also validated in the hypothesis testing.

Content Validity of Discrepancy Scores. In examination of the Discrepancy scores, the Career scale had a non-significant relationship with the Job Satisfaction scale ($r = -.06$). In addition, the Family scale had a non-significant relationship with the Family Functioning scale ($r = .016$). Neither supported the convergent validity of the sub-scales.

Content Validity of the Career and Family Responsibility Discrepancy Scale. In order to test the validity of the final measure, the CFRDS was tested first

against the prior, established WFC measure. Contrary to the original hypothesis, the WFC Scale had a non-significant relationship with the Career and Family Responsibility Discrepancy Scale (CFRDS) overall score ($r = .07$).

It is important to note that the WFC scale did not show mean differences between males/females (hypothesis 6), and CFRDS did (hypothesis 7a). This may indicate that the CFRDS is capturing an effect that is missed by the known, validated WFC score.

Also, the Manifest Anxiety scale had a non-significant relationship with the CFRDS overall score ($r = .15$). However, the complete Job Characteristics scale had a non-significant relationship with the CFRDS overall score ($r = .06$), as well as all but one of the sub-scales (Autonomy $r = .11$; Variety $r = .003$; Task Identity $r = .01$; Task Feedback $r = .16$, which is the only significant sub-scale; Supervisor Feedback $r = -.02$; Skill Challenge $r = .03$; Role Clarity $r = -.02$).

Overall, the hypotheses presented to support the Career and Family Responsibility Discrepancy Scale construct validation was not supported. See Table 9 for an overview of Hypothesis outcome.

Table 9. Hypotheses and Validity Support

	Results	Family Responsibility	Career Responsibility	Family Discrepancy	Career Discrepancy	Overall Discrepancy
1a	Supported	Convergent				
1b	Supported		Convergent			
1c	Supported		Convergent			
1d	Supported	Discriminant				
1e	Supported	Convergent				
1f	Supported		Discriminant			
2a	Unsupported				Convergent	
2b	Unsupported			Convergent		
3	Unsupported					Convergent
4	Unsupported					Convergent
5	Supported					Discriminant

Test of the Discrepancy Score Theory

In order to test the theory of the paper, gender differences were examined using both the established WFC and CFRDS measures. While there were no significant differences in Work Family Conflict scale means between males and females ($F(1, 159) = .164, p = .686; \eta^2 = .001$), women (3.6997) did have a significantly higher CFRDS mean score than men (2.9943) ($F(1, 159) = 4.855, p = .029; \eta^2 = .03$). This shows strong support for the new measure, as it is finding differences where the WFC measure does not.

Specifically, the CFRDS is showing higher scores for women than men, as traditionally found using established

WFC measures. The current WFC score does not, although both measures are concerned with family and career behaviors. The additional element in the CFRDS, real/ideal discrepancy, is allowing the CFRDS to tap into an element of the family and career behavior relationship and gender not captured traditionally.

Given the potential for measurement error around discrepancy scores, however (Hoge & McCarthy, 1983), along with the fact that the CFRDS did not correlate with the anxiety measure, further validity testing of the CFRDS is encouraged before implementation of the scale. (A more detailed look of recommended changes to the current measure can be found in the discussion).

However, this difference is driven by reported mean differences in the Career Responsibility Discrepancy Score, not by the Family Responsibility Discrepancy Score. Women (1.6145) have a significantly higher Career Responsibility Discrepancy Score than men (1.1945) ($F(1,159) = 5.911, p = .016; \eta^2 = .036$), while there were no significant differences in the mean Family Responsibility Discrepancy Scores between men and women ($F(1,159) = 1.536, p = .217; \eta^2 = .01$). This is the opposite of what was proposed earlier in this paper. Given the lack of support shown for the original theory, t-tests

were run looking at gender under each sub-scale for exploratory purposes.

Examination of Career and Family Responsibility
Sub-Scales by Gender

The original hypothesis proposed that the differences between women and men in the CFRDS would be due to the Family Responsibility Discrepancy score, not the Career Responsibility Discrepancy scores. However, the findings were actually opposite what was theorized. Therefore, an exploratory analysis was done on the sub-scale means, and t-tests performed, to see if significant differences could be found at that level. Findings are reported in the table below.

Table 10. Exploratory Analysis on Sub-Scale Means

Sub-scale Means	Female	Male
Family House Real*	3.6	3.25
Family House Ideal	2.93	3.05
Family Child Real*	3.67	2.86
Family Child Ideal*	3.24	2.78
Family Eldercare Real	1.97	1.83
Family Eldercare Ideal	2.27	2.31
Career Basic Real	3.7	3.68
Career Basic Ideal	3.49	3.54
Career Advance Real	3.35	3.50
Career Advance Ideal	3.61	3.6
Career Extra Real	3.17	3.20
Career Extra Ideal	3.32	3.13

* Indicates significant differences between gender ($p = < .05$).

CHAPTER SEVEN

DISCUSSION

The present study examined the previous definition of Work-Family Conflict as a source of stress due to work and family roles that conflict with each other for time and energy (Greenhaus & Parasuraman, 2001). Women were reporting higher levels of WFC than men (Greenhaus & Parasuraman, 2001; Honeycutt & Rosen, 1997; Lobel, 1991; Sanders et al., 1998; Spade & Reese, 1991), regardless of self identity salience (Honeycutt & Rosen, 1997), and even though men were performing more family-based behaviors (Lobel, 1991; Blair-Loy, 2001). To encompass these findings, self-discrepancy theory was utilized. It is the main position of this paper that the difference between real and ideal selves was a more robust conceptualization of WFC.

As there was no existing measure of WFC self-discrepancy at the writing of this paper, a new measure, the Career and Family Responsibility Discrepancy Scale (CFRDS) was created and partially validated by the study findings. Having children, performing household tasks, the IRB/OCB scale and salary were correlated with the appropriate measure sub-scales, while performing

household tasks and the OCB/IRB scale had no relationship with the appropriate sub-scales, as predicted.

Also as predicted, most items loaded moderately to strongly onto the proposed factors. Thus, we see that the CFRDS accurately captures the main aspects of the Family (Household, Childcare and Eldercare) and Career (Basic, Extra-role and Advancement behaviors) constructs. In addition, while the established WFC measure (Carlson et al., 2000) found no significant differences between men and women, the CFRDS did. Further, the WFC and CFRDS measures did not correlate with each other. Therefore, it is argued that the CFRDS is revealing more career and family stress than the established WFC measure.

Despite strong support for the underlying constructs, as well as the CFRDS when compared to the WFC measure, there was no support found for the discrepancy score applications of the CFRDS. First, there was no relationship found between the job satisfaction and the family functioning scales with the predicted discrepancy scales. Also, since anxiety is an outcome of self-discrepancy (Eells & Leavenworth, 1997), a non-significant relationship between the CFRDS and the Manifest Anxiety scale greatly weakens the main argument

of the paper. Thus, further iterations and testing of the CFRDS should be explored.

In contrast to predictions, the study found significant mean differences in Career Responsibility Discrepancy scores, with women reporting a much larger discrepancy between real and ideal selves for career when compared to men. Exploratory analysis also revealed that women reported higher levels of real family behaviors. Together, these findings suggest that women perform more behaviors than men in order to meet family needs (Diekman & Goodfriend, 2006; Duxbury and Higgins, 1991) to the self perceived detriment of their career, as seen through the present study results. Conversely, these results suggest that additional male family behaviors (support) at home would lead to decreased career discrepancy scores in women (Pittman, Solheimand, & Blanchard, 1996; Polasky & Holohan, 1998).

Gender and the Career and Family Responsibility Discrepancy Score

Fitting with the present study's finding that women reported higher levels of family oriented behaviors than men, a recent study found support for a psychosocial lag in the expectations put on a woman within the domain of the home (Diekman & Goodfriend, 2006). In addition, work

done by Duxbury and Higgens (1991) concluded that work-family conflict was an outcome due to societal roles, not biological ones. These studies indicate that still existing traditional gender stereotypes are reinforcing the continuation of women having primary care of home and family, as seen in the present study with the report of significantly higher means for women for family responsibility when compared to men. This shows that spouses and society have not been supporting women and assisting them in the dual roles of homemaker and child raiser (Duxbury & Higgens, 1991; Diekman & Goodfriend, 2006).

Support, and its relationship to stress in dual-career families, has been explored in the literature (Pittman, Solheimand, & Blanchard, 1996; Polasky & Holohan, 1998) and bolsters the final argument of the paper, that additional support from a spouse and society is needed to help decrease career discrepancy scores in women. It can be argued that if women receive the same level of support from a spouse that they themselves provide (Pittman et al., 1996), it would allow them to focus more on their career when the stress and demands are high, then reducing then their career-oriented discrepancies. In addition, women who reach out to support

systems to help them meet family demands experience less inter-role conflict (Polasky & Holahan, 1998). Both findings support the final points of the current study, that increased support from a spouse that is translated into more family behaviors at home would lead to decreased career discrepancy scores.

Proposed Adjustments to the Career and Family Responsibility Discrepancy Score

Many preliminary measures were taken prior to the present study to ensure the construct validity of the new CFRDS measure. First, a thorough literature review was done to ensure proper definition of the career and family constructs as well as to examine possible methods of collecting and measuring the data (Valentine, 2001; Rotundo & Sackett, 2002; Dyne & LePine, 1998; Alotaibi, 2001; DesRochers & Dahir, 2000; Blair-Loy, 2001; Lobel, 1991; Spade & Reese, 1991, Shelton, 1990; Mederer, 1003; Burton, Hinto, Neilson, & Beastall, 1996; Kacmar et al., 1999; Sprinthall & Bennet, 1978; Bybee et al., 1990; Eells & Leavenworth, 1997). Second, a full item development process was implemented, which included SME inter-rater agreement and a factor analysis performed on responses to distributed items (Carrol-Cook, Santos, Watiki, & Hacker, 2002). Third, a final SME retranslation was performed that

required an inter-rater agreement of 70% for items to be included in the questionnaire. All these steps were performed prior to the main study, and ensured content validity support for the responsibilities themselves. However, validity of the CFRDS discrepancy based measures was not supported in the present study.

The first set of adjustments recommended for the CFRDS focus on the removal of some problematic items (see Appendix L for a full description of EFAs). First, two items in the Family Responsibility construct were proposed to be a part of the Household sub-scale, but actually consistently loaded slightly more strongly onto the Childcare scale. These two items were 'I am in charge of assigning chores' and 'I make the Doctor appointments for the family'. That these items loaded onto Childcare may be explained by the fact that they deal with child related household tasks. However, as they loaded strongly onto both factors in multiple EFAs, it is recommended that they be removed from the measure. Second, the weak loading of one item, 'I take care of the pets at home' (.12), may be due to the fact that not all participants have pets, and so the item did not load strongly due to a comparatively reduced variability. Third, three of the remaining problematic Household items were two items that loaded

negatively and one that loaded weakly onto the Household factor ('I take care of repairs' at $-.50$, 'I maintain outside of the home' at $-.44$, and 'I take care of the trash/recycling' at $.17$, respectively). Probable explanations for all three items mentioned here include a significant number of respondents living in an apartment (where trash/recycling, repairs and outside maintenance would be the responsibility of the landlord). These weak loadings may also be due to these being male stereotypical jobs in a strongly female sample. Further iterations of the measure should be performed with the 'pet' item removed, while future uses and validation of the measure, including a more representative sample, would be needed to explore the usefulness of the other items presented here.

A second set of adjustments to the CFRDS relate to the Career construct (specifically, the Advance and Extra-role sub-scales). Through the EFAs, the use of a two-factor instead of three-factor model of the Career Responsibility construct was explored. This broke the construct out into two factors- Basic Behaviors and Non-basic Behaviors. A recent meta-analysis of Organizational Citizenship Behaviors (OCB) supports this alignment (Hoffman, Blair, Meriac, & Woehr, 2007). In their work, they explored the idea that multiple views of

OCB all had a similar basis and was, in fact, a latent construct. After a review of 112 studies (which had a sample size of 41,650), they concluded that OCB was best viewed as a single factor, and was related to, but separate from, task performance (Hoffman et al., 2007). In light of the current study, these results mirror what was found in the Career construct, as Basic behaviors can be likened to task performance, and the Advance/Extra-role behaviors can be likened to OCBs -particularly as both studies relied on a similar source (Williams & Anderson, 1991). Therefore, it is recommended that the Advance and Extra-role behaviors are combined into a single Non-Basic factor.

In addition, items did not load as predicted onto both real and ideal scales. This is consistent with a recent study performed by Kwanted, Karami, Kuo and Towson (2008) which found that perception of OCB as either in-role or extra-role behaviors relied heavily on individual beliefs. Therefore, 3 items which seem to reflect this phenomenon (I put in effort beyond that normally expected in order to help my organization succeed, I am involved in organizational events (e.g.: social, charity), I offer social support to coworkers outside the work environment) should be removed in from

the scale. A fourth item (My job requires me to use a lot of information to make decisions) was originally a Basic item but loaded inconsistently, and so should also be removed. Finally, a fifth item (I do more than necessary at my job) was an Extra-role item loading consistently onto the Basic factor and likely to be dependent on subjective interpretation, and should also be removed.

In addition, some items previously identified as either Basic or Advance/Extra-role are recommended to move into one of the two re-define factors. Remaining items, and their respective alignment revision, are presented in Table 11, and should be used as such in further analyses.

Table 11. Consistently Factor Loading Items of the Career Construct

Basic	Old Designation
My job requires me to communicate with others	Basic
My job requires me to manage many tasks at one time	Basic
My job requires me to interact with superiors	Basic
My job requires me to follow organizational rules, policies and procedures.	Basic
My job requires me to deal with stressful situations	Basic
My job requires me to completely focus in order to complete my duties	Basic
My job requires me to interact with customers	Basic
My job requires me to provide a high quality/quantity of my output	Basic
My job requires me to use feedback of customers/other workers	Basic
Non-basic	
I wish to move up from my current position	Advance
I put in extra time in order to move up in my organization/profession	Advance
I increase my skills in order to be able to better handle a higher position	Advance
I always want to be a member of the organization/profession	Extra-role
I undergo education experiences to advance my knowledge of my job/profession	Advance
My job requires me to give written reports on a regular basis	Basic
My job requires me to take risks	Basic
I stay late, even when it is not required	Extra-role

Limitations

Sample

One of the biggest limitations of the present study was the lack of a large enough sample to test the measure using a Confirmatory Factor Analysis as originally proposed. A main factor around this limitation was that an

estimated 100 surveys originally collected were discounted, as a numbering error on the questionnaire caused the returned information to be invalid. Partly due to this error, data gathering was extended after 400 distributed surveys did not yield the proposed number of participants. In the interest of time, a specific deadline for collecting data was made, which was over 3 years from the start of data collection. All these factors yielded a final sample of 160, well below the originally proposed 300. This limitation prevented the high-level test of the validity of the measure to occur. This, in turn, weakens any arguments made based on outcomes using the CFRDS as a predictor, as the measure itself cannot yet be considered fully validated.

A second limitation was the fact that 71% of the sample was female. This under-representation of men may partially account for the weak factor loadings of the more 'male traditional tasks' (taking out the garbage, repairs around the house, etc). It may have also limited the ability to detect variance in the men's scores on all gender compared analyses.

A third sample limitation was that only 10% of participants reported having to take care of elders.

While this limitation is somewhat controlled for in the overall CFRDS calculation (as those not caring for elders would report less stress), a more evenly distributed sample would be the ideal state for future analysis, as it is possible that there are gender differences in eldercare that were not fully revealed in this study.

Score Calculation

One limitation of the approach to score calculation is the limitations inherent to any discrepancy driven measure. Hoge and McCarthy (1983) explored the use of real-ideal discrepancy scores in measures of self-regard among students. They found that general self-rating measures were stronger predictors than discrepancy scores when compared to 'other' scores (i.e. teacher rating) of student regard. Their work concluded that discrepancy scores contained error, which reduced the usability of the measures for both reliability and validity reasons. This may explain the fact that very strong support for the non-discrepancy scored Family and Career Responsibility sub-scales was found, while the CFRDS measures was not validated at the discrepancy-score level.

Another recent study looked at several measures often used in determining self-discrepancy scores (Francis,

Bolder, & Sambell, 2006). The main argument to their paper was that checklists are not useful, as they 'prime' the reader to have behaviors or aspects become salient to them that are not necessarily important to the individual. Instead, they recommended and developed a method that required participants to write their own actual, ideal and ought items, and then report where they are on a continuum of those items for all three states, in which they found evidence for further application of the method (Francis et al., 2006).

While these studies highlight the weakness in calculation self-discrepancy scores, the present study attempted to account for these issues. First, the present study used an absolute calculation, which, within the Hoge and McCarthy (1983) study, was shown to strengthen predictive ability of the score when examined through exploratory analyses. Second, while Francis et al. (2006) collected salient identity information through non-checklist means, it was necessary within the creation of the current measure to have pre-created items, to ensure that responses were within the WFC domain. These points support the use of item written self-discrepancy scores within the present study; however, further research

around self-discrepancy scores should be continually reviewed in regards to this measure.

A second score calculation limitation of this study is the redefinition of the Career construct. The new research and outcomes of this study strongly support using both Advance and Extra-role behaviors as one factor, which in turn will influence how the overall score is calculated. In addition, items are recommended for removal and movement, as discussed. As an altered measure, this may significantly influence the relationship between gender scores, and thus may have limited the current findings and conclusions around this construct.

Recommendations/Implications

Recommendation

There are several recommendations from this study. First, the CFRDS should be revised as discussed in the previous sections. The new CFRDS (revised) and multiple existing, validated WFC measures should then be examined with respect to each other, to fully determine what the CFRDS measure adds to established WFC measures. This would be done by examining the predictive ability of each with factors known to correlate with WFC as well as those predicted by self-discrepancy theory: mainly, anxiety and

depression (Eels & Leavensworth, 1997; Frone et al., 1997) as well as emotional exhaustion (Boles et al., 1997), psychological distress (Matthews et al., 1996), and low job satisfaction (Boles et al., 1997; Parasuraman et al., 1992).

Assuming these fully validate the discrepancy-score aspect of the CFRDS and therefore accurately identify the source of the WFC, the measure can then be used to identify ways to eliminate or mitigate the problem. Based on the work done by the present study, as well as Polasky and Holahan (1998), examining evidence of a link between the CFRDS and coping strategies should be explored for possible WFC-based stress reduction.

Implications

The main implication of the present work is the application of the CFRDS to existing WFC research. Specifically, work done by Aycan and Eskin (2005) examined a new model of WFC that included support (childcare, spousal and organizational). Inclusion of the CFRDS into this model could further their research in two ways. First, the CFRDS more specifically highlights areas of conflict (Family: Household Chores, Childcare, Eldercare and Career: Basic, Advance, Extra-role), allowing a more detailed picture of the influence of support types on WFC.

The research would gain an additional level of differentiation around family and career responsibilities, while not losing any directional information [for example, the effects seen in the Aycan and Eskin (2005) study on family to work conflict is just as easily identified in the present study, as career discrepancy coupled with family behaviors]. Second, use of the CFRDS would simplify the model by eliminating the construct 'satisfaction with parental role' by creating a direct relationship between the discrepancy scores and the three effected variables (time with children, satisfaction of parenthood, and employee related guilt), as well as any additional variables. In addition, a fully validated CFRDS measure could build on the research of Polasky and Holahan (1998). The CFRDS, in more accurately pinpointing the source of WFC at the individual level, allows for specific coping strategies to be identified for each specific discrepancy type. This could increase the effectiveness of coping application to WFC stress reduction.

These are only two examples of how the CFRDS could be used within the WFC literature to further our understanding of WFC, its mediators (like support) and its outcomes. Overall, by breaking WFC into sub-dimensions,

the CFRDS identifies an aspect of WFC not yet found in the literature.

Conclusion

The application of real/ideal self-identity theory through the CFRDS adds additional understanding to the current conceptualization of WFC in several ways. First, not only does it reflect the current definition by using behaviors of work and family that may conflict with one another, but it also incorporates the additional element of differences between the actual behaviors and what behaviors an individual ideally thinks they should be performing in both areas. Second, it specifies the conflict by allowing examination at a more precisely defined level, by demonstrating where the sources of conflict are coming from in terms of specific family (household chores, childcare, and eldercare) and career (basic, advancement and extra-role) behaviors. Finally, the CFRDS has the potential to be used to examine direct links between specific sources of conflict and direct actions taken in order to reduce those conflicts.

In conclusion, the CFRDS measure has the potential to supplant the previous known measures of WFC, and to further WFC research in general. Through social support

and social change, it is possible to create an environment in which women not only add value at work, but also do not feel mainly responsible for responsibility of the family and home. It is only then that women will truly have a choice between work and home, without the negative repercussions mainly experienced by the female gender, thus promoting true equality between the sexes.

APPENDIX A
CAREER AND FAMILY RESPONSIBILITY
DISCREPANCY SCALE

Career and Family Responsibility Discrepancy Scale (Items)

All items are answered using the following scale:

N/A-----A-----B-----C-----D-----E---
Not never rarely sometime often always
applicable

Career Responsibility Scale -Real

Basic Duties

1. My job requires me to completely focus in order to complete my duties
2. My job requires me to follow organizational rules, policies and procedures.
3. My job requires me to use feedback of customers/other workers
4. My job requires me to provide a high quality/quantity of my output
5. My job requires me to communicate with others
6. My job requires me to give written reports on a regular basis
7. My job requires me to interact with superiors
8. My job requires me to deal with stressful situations
9. My job requires me to take risks
10. My job requires me to use a lot of information to make decisions
11. My job requires me to manage many tasks at one time
12. My job requires me to interact with customers

Extra-Role Behaviors

1. I put in effort beyond that normally expected in order to help my organization succeed
2. I am involved in organizational events (e.g.: social, charity) outside the work environment
3. I stay late, even when it is not required
4. I offer social support to coworkers
5. I do more than necessary at my job
6. I always want to be a member of the organization/profession

Career Advancement Behaviors

1. I increase my skills in order to be able to better handle a higher position
2. I put in extra time in order to move up in my organization/profession
3. I wish to move up from my current position
4. I undergo education experiences to advance my knowledge of my job/profession

Career Responsibility Scale -Ideal

Basic Duties

1. Ideally, my job would require me to completely focus in order to complete my duties
2. Ideally, my job would require me to follow organizational rules, policies and procedures.
3. Ideally, my job would require me to use feedback of customers/other workers
4. Ideally, my job would require me to provide a high quality/quantity of my output
5. Ideally, my job would require me to communicate with others
6. Ideally, my job would require me to give written reports on a regular basis
7. Ideally, my job would require me to interact with superiors
8. Ideally, my job would require me to deal with stressful situations
9. Ideally, my job would require me to take risks
10. Ideally, my job would require me to use a lot of information to make decisions
11. Ideally, my job would require me to manage many tasks at one time
12. Ideally, my job would require me to interact with customers

Extra-Role Behaviors

1. Ideally, I put in effort beyond that normally expected in order to help my organization succeed
2. Ideally, I am involved in organizational events (e.g.: social, charity) outside the work environment
3. Ideally, I stay late, even when it is not required
4. Ideally, I offer social support to coworkers
5. Ideally, I do more than necessary at my job
6. Ideally, I always want to be a member of the organization/profession

Career Advancement Behaviors

1. Ideally, I increase my skills in order to be able to better handle a higher position
2. Ideally, I put in extra time in order to move up in my organization/profession
3. Ideally, I wish to move up from my current position
4. Ideally, I undergo education experiences to advance my knowledge of my job/profession

Family Responsibility Scale -Behaviors

Household

1. I clean the main living areas inside the home
2. I maintain the outside of the home
3. I food shop for the family
4. I prepare the meals
5. I do the laundry
6. I take care of repairs around the house
7. I do the dishes
8. I am in charge of assigning chores
9. I make doctor's appointments
10. I am in charge of keeping track of the bills
11. I take care of the pets
12. I take out the trash/recycling
13. I dust around the house
14. I clean the kitchen
15. I clean the bathroom

Childcare

1. I either bring my children where they need to go, or are involved in a carpool
2. I help my children with their homework
3. I spend quality time with my children an average of 1/2 hour a day
4. I know where my children are
5. I spend time with my children in the evenings
6. I am responsible for the cleanliness of the children
7. I am in charge of the children's breakfast/lunches
8. I shop for clothes for my children
9. I mediate fights between my children
10. I discipline the children when necessary

Eldercare

1. I visit with older relatives
2. I shop for older relatives
3. I clean for older relatives
4. I cook for older relatives
5. I set up appointments for older relatives
6. I provide transportation for older relatives
7. I help older relatives financially
8. I administer medicine to older relatives

Family Responsibility Scale -Ideal

Household

1. I feel I should clean the main living areas inside the home more often
2. I feel I should maintain the outside of the home more often
3. I feel I should food shop for the family more often
4. I feel I should prepare the meals more often
5. I feel I should do the laundry more often
6. I feel I should take care of repairs around the house more often
7. I feel I should do the dishes more often
8. I feel I should be in charge of assigning chores more often
9. I feel I should make doctor's appointments more often
10. I feel I should keep track of the bills more often
11. I feel I should take care of the pets more often
12. I feel I should take out the trash/recycling more often
13. I feel I should dust around the house more often
14. I feel I should clean the kitchen more often
15. I feel I should clean the bathroom more often

Childcare

1. I feel I should either bring my children where they need to go, or be involved in a carpool more often
2. I feel I should help my children with their homework more often
3. I feel I should spend quality time with my children an average of 1/2 hour a day more often
4. I feel I should know where my children are more often
5. I feel I should spend time with my children in the evenings more often
6. I feel I should am responsible for the cleanliness of the children more often
7. I feel I should am in charge of the children's breakfast/lunches more often
8. I feel I should shop for clothes for my children more often
9. I feel I should mediate fights between my children more often
10. I feel I should discipline the children when necessary more often

Eldercare

1. I feel I should visit with older relatives more often
2. I feel I should shop for older relatives more often
3. I feel I should clean for older relatives more often
4. I feel I should cook for older relatives more often
5. I feel I should set up appointments for older relatives more often
6. I feel I should provide transportation for older relatives more often
7. I feel I should help older relatives financially more often
8. I feel I should administer medicine to older relatives more often

APPENDIX B
DEMOGRAPHIC VARIABLES

Demographics

Sex: _____

Age: _____

Married/ living with someone? _____

Number of Children: _____

Ages of Children (if applicable) _____

I work (please answer in average number of hours per week): _____

My roommate/spouse works (hours/week) _____

Do you have elderly parents that you take care of? _____

-

Salary (Please answer in \$10,000 range – e.g. \$35,000-\$45,000)

Overall Household Income (Please answer in \$10,000 range)

APPENDIX C
WORK FAMILY CONFLICT SCALE

Work-Family Conflict Scale

Please answer the following 18 questions with one of the following responses:

1-----2-----3-----4-----5
strongly disagree disagree neither agree strongly agree

1. My work keeps me from family activities more than I would like. _____
2. The time I must devote to my job keeps me from participating equally in household responsibilities and activities. _____
3. I have to miss family activities due to the amount of time I must spend on work responsibilities. _____
4. The time I spend on family responsibilities often interferes with my work responsibilities. _____
5. The time I spend with my family often causes me not to spend time in activities at work that could be helpful to my career. _____
6. I have to miss work activities due to the amount of time I must spend on family responsibilities. _____
7. When I get home from work I am often too frazzled to participate in family activities/responsibilities. _____
8. I am often so emotionally drained when I get home from work that it prevents me from contributing to my family. _____
9. Due to all the pressured at work, sometimes when I come home I am too stressed to do the things I enjoy. _____
10. Due to stress at home, I am often preoccupied with family matters at work. _____
11. Because I am often stressed from family responsibilities, I have a hard time concentrating on my work. _____
12. Tension and anxiety from my family life often weakens my ability to do my job. _____
13. The problem-solving behavior I use in my job are not effective in resolving problems at home. _____
14. Behavior that is effective and necessary for me at work would be counterproductive at home. _____
15. The behaviors I perform that make me effective at work do not help me to be a better parent and spouse. _____
16. The behaviors that work for me at home do not seem to be effective at work. _____
17. Behavior that is effective and necessary fro me at home would be counterproductive at work. _____
18. The problem-solving behaviors that work for me at home does not seem to be as useful at work. _____

APPENDIX D
INTER-ROLE BEHAVIOR/ORGANIZATIONAL
COMMITMENT SCALE

APPENDIX E
HOUSEHOLD TASKS SCALE

APPENDIX F
JOB SATISFACTION MEASURE

Job Satisfaction

Please answer the following 2 questions using this scale:

1-----2-----3-----4-----5
I am not Satisfied at all **I am just about satisfied** **I am quite satisfied** **I am very satisfied** **I am extremely satisfied and couldn't be more satisfied**

1. Overall, how satisfied are you with your job? _____
2. Overall, how satisfied are you with your organization as an employer? _____

APPENDIX G
FAMILY FUNCTIONING SCALE

Family Functioning Scale

Please answer the following 10 questions with one of the following responses:

1 ----- 2 ----- 3 ----- 4

very untrue of fairly untrue of fairly true of very true of
my family my family my family my family

1. There is a feeling of togetherness in our family. _____
2. We don't tell each other about our personal problems. _____
3. Family members hardly ever lose their tempers. _____
4. We rarely have intellectual discussions. _____
5. Friends rarely come over for dinner or to visit. _____
6. We often talk about the religious meaning of Christmas, Passover, or other holidays. _____
7. It is often hard to find things when you need them in our household. _____
8. Our family enjoys being around other people. _____
9. My family has all the qualities I've wanted in a family. _____
10. In our family we know where all family members are at all times. _____

APPENDIX H
INFORMED CONSENT AND DEBRIEFING FORMS

The Career and Family Responsibility Discrepancy Scale (CFRDS) Informed Consent Form

The study you are invited to participate in is designed to investigate the validity of a scale. The scale was developed to serve as a more accurate measure of Work-Family Conflict. This scale examines differences in real-self and ideal-self behavior in terms of career and family responsibilities. Nicole Santos is conducting this study under the supervision of Professor Mark Agars, Ph.D., of California State University San Bernardino. The Department of Psychology Human Subjects Review Board of California State University, San Bernardino, has approved this research. The University requires that you give your consent before participating in the study.

In this study you will be asked to respond to several scales. The entire packet should take about 45 minutes to complete.

Your participation in this study is totally voluntary, and you are free to withdraw at any time. When you complete the questionnaires, you will receive a debriefing statement describing the study in more detail. If you are a student at CSUSB, you may receive 2 units of extra credit at your instructor's discretion. In order to ensure the validity of this study, we ask you to not discuss this study with other participants.

To the best of the researchers knowledge, there are no known risks or benefits associated with participating in this study. If you have any questions or concerns about this study, contact Dr. Mark Agars at (909) 880-5433. Thank you very much for your participation in this study.

By placing a check mark in the box below, I acknowledge that I have been informed of, and that I understand, the nature and purpose of this study, and I freely consent to participate. I also acknowledge that I am at least 18 years of age.

Place a check mark here: _____ Date: _____

PLEASE RETURN THIS PAGE WITH YOUR ANSWER SHEET

Debriefing Statement

This study is being conducted to develop a valid and reliable measure of Career and Family Responsibility, in the hopes of adequately determining the source of Work-Family Conflict. The key point of this study was looking at real and ideal selves, in terms of work and family responsibilities. Thank you for participating and for not discussing the contents of the Career and Family Responsibility Scale with other participants. If you have any questions about the study, please **contact**

Dr. Mark Agars at (909) 880-5433. If you would like to obtain a copy of the results of this study, please contact Dr. Mark Agars **after July, 2003.** If you have found this study upsetting in anyway, please contact the counseling center at (909) 880-5040.

APPENDIX I
MANIFEST ANXIETY SCALE

MANIFEST ANXIETY SCALE

Answer “true” or “False” to the following 20 items:

1. I am as nervous as other people.
2. I work under a great deal of strain.
3. I cannot keep my mind on one thing.
4. My feelings are hurt easier than most people.
5. I often find myself worrying about something.
6. I am usually calm and not easily upset.
7. I feel anxious about something or someone almost all the time.
8. I am happy most of the time.
9. At times I am so restless that I cannot sit in a chair for very long.
10. I have often felt that I faced so many difficulties I could not overcome them.
11. I certainly feel useless at times.
12. I find it hard to keep my mind on a task or job.
13. I am more self-conscious than most people.
14. I am the kind of person who takes things hard.
15. I am a very nervous person.
16. Life is often a strain for me.
17. At times I think I am no good at all.
18. At times I feel that I am going to crack up.
19. I don't like to face difficulty or make an important decision.
20. I am certainly lacking in self-confidence.

APPENDIX J
JOB CHARACTERISTICS SCALE

JOB CHARACTERISTICS SCALE

Responses are given on a 7-point Likert-type scale, with answers measuring from (1) disagree to (7) agree.

Autonomy

1. On my job I make a lot of decisions on my own.
2. I have a lot of say in decisions that affect my work.
3. My supervisor leaves it up to me to decide how to go about doing my job.

Variety

4. My job requires me to repeat the same activities over and over (-).
5. I do a large number of different things on my job.

Task Identity

6. I can see the results of my own work.
7. My work makes a visible impact on a product or service.
8. On my job I produce a whole product or perform a complete service.

Task Feedback

9. I can tell how well I am doing my job without being told.
10. My job gives me very little idea about how well I am performing (-).

Supervisor feedback

11. My supervisor meets with me regularly to discuss my performance.
12. How accurately does your supervisor judge your performance? [Note: Anchors for this item are (1) not accurate at all to (5) very accurate]

Skill Challenge

13. On my job I get a chance to use my skills and abilities.
14. My job requires that I keep learning new things.

Role Clarity

15. It is clear what is expected of me on my job.
16. My supervisor makes it clear how I should do my work.
17. My supervisor makes sure his/her people have clear goals to achieve.
18. I don't know what performance standards are expected of me (-).

APPENDIX K
ORIGINAL ITEMS

Career and Family Responsibility Discrepancy Scale (original)

0-----1-----2-----3-----4-----5
not never rarely sometimes often always
applicable

Career Responsibility Scale -Behaviors

Basic Duties

1. My job requires me to completely focus in order to complete my duties
2. My job requires me to follow organizational rules, policies and procedures.
3. My job requires me to use feedback of customers/other workers
4. My job requires me to provide a high quality/quantity of my output
5. My job requires me to communicate with others

Extra-Role Behaviors

1. I put in effort beyond that normally expected in order to help my organization succeed
2. I always want to be a member of the organization/profession
3. I find time to increase my personal skills and abilities in order to be a better asset to the profession/organization

Career Advancement Behaviors

1. I take initiative, doing what is needed without being told
2. I increase my skills in order to be able to better handle a higher position

Career Responsibility Scale -Ideal

Basic Duties

1. Ideally, my job would require me to completely focus in order to complete my duties
2. Ideally, my job would require me to follow organizational rules, policies and procedures.
3. Ideally, my job would require me to use feedback of customers/other workers
4. Ideally, my job would require me to provide a high quality/quantity of my output
5. Ideally, my job would require me to communicate with others

Organizational Commitment Behaviors

1. Ideally, I put in effort beyond that normally expected in order to help my organization succeed
2. Ideally, I always want to be a member of the organization/profession
3. Ideally, I find time to increase my personal skills and abilities in order to be a better asset to the profession/organization

Career Advancement Behaviors

1. Ideally, I take initiative, doing what is needed without being told
2. Ideally, I increase my skills in order to be able to better handle a higher position

Family Responsibility Scale -Behaviors

Household

1. I clean the main living areas inside the home
2. I maintain the outside of the home
3. I food shop for the family
4. I prepare the meals
5. I do the laundry

Childcare

1. I either bring my children where they need to go, or are involved in a carpool
2. I help my children with their homework
3. I spend quality time with my children an average of 1/2 hour a day

Eldercare

1. I spend time with older relatives
2. I take care of some or all of the needs of elder relatives

Family Responsibility Scale -Ideal

Household

1. I feel I should clean the main living areas inside the home more often/thoroughly
2. I feel I should maintain the outside of the home better
3. I feel I should food shop for the family more often
4. I feel I should prepare meals more often
5. I feel I should do the laundry more often

Childcare

1. I feel I should either bring my children where they need to go, or be involved in a carpool
2. I feel I should help my children with their homework more often
3. I feel I should spend more quality time with my children

Eldercare

1. I feel I should spend more time with older relatives
2. I feel I should take care of some or all of the needs of elder relatives

APPENDIX L
EXPLORATORY FACTOR ANALYSIS ON CAREER AND FAMILY
RESPONSIBILITY DISCREPANCY SCALE ITEMS

Exploratory Factor analysis on CFRDS items

As a subset of the current study, EFA analyses were performed on the revised CFRDS used in the questionnaires. Due to low response rates and limited time, the proposed sample of 300 participants was not reached ($n = 163$). Therefore, an exploratory factor analysis (EFA) was performed instead of a confirmatory factor analysis.

Planned Analyses

To test the strength of the solution, several EFAs were conducted in order to obtain a full understanding of the measure and its factors. Construct based EFA (forcing 3 factors for Family and Career) and pilot EFA findings (forcing 4 factors for Family and 2 factors for Career) were performed.

Examination of All Real Items. All Real items of the CFRDS were examined. First, a two-factor solution was forced, to see if Family and Career Responsibility items loaded separately. Second, a six-factor solution was forced. This was to examine the loadings of all 6 sub-scales (Family: Household, Eldercare, Childcare; Career: Basic, Advancement, Extra-role). Third, a 5 factor solution was run to test the results found in the original EFA performed in item development.

Examination of Family Items. All items under the Family scale were reviewed, forcing a 3-factor solution for each (to test the Household Chores, Eldercare and Childcare sub-scale development). This analysis was run two times. The first EFA tested Ideal items; the second tested Real items. A third EFA was also performed using a 4-factor solution, to test the non-model results from the item development EFA.

Examination of Career Items. In the initial analysis, all items under the Career scale were reviewed, forcing a 3-factor solution for each (to test the Basic, Advance and Extra-role sub-scale development). This analysis was run two times. The first EFA tested Ideal items; the second tested Real items.

After examination of the initial EFA solutions, a 2-factor model was forced on the Career items (Real and Ideal) in order to determine if a 2-factor solution (Basic items versus non-Basic items) would have a better fit.

Test of Factors

Each EFA was performed using Principle Axis Factoring, with the maximum iterations at 25. Factors were specified depending on analysis. An oblique rotation was used, as correlations were expected between the constructs. Direct Oblimin was chosen due to the fact that it 'allows a wide range of factor intercorrelations' (Tabachnick & Fidell, 615). Factor analysis was interpreted for all EFAs using an

examination of all loadings over .32, as this demonstrates 10% overlapping variance and is considered the threshold for meaningful interpretation on variable loadings (Tabachnick & Fidell, 625).

Table A. Mean and Standard Deviations of all CFRDS Items

Item	Mean	Std. Deviation
I clean the main living areas inside the home	4.00	0.93
My job requires me to completely focus in order to complete my duties	3.87	0.97
I spend time with my children in the evenings	2.40	1.94
I am involved in organizational events (e.g.: social, charity) outside the work environment	2.44	1.26
I offer social support to coworkers	3.21	1.02
My job requires me to use feedback of customers/other workers	3.25	1.29
I make doctors appointments	3.09	1.57
My job requires me to provide a high quality/quantity of my output	3.84	1.22
I provide transportation for older relatives	1.96	1.23
I help older relatives financially	1.87	1.13
My job requires me to communicate with others	4.57	0.88
I administer medicine to older relatives	1.54	1.20
I food shop for the family	3.88	1.14
My job requires me to give written reports on a regular basis	2.60	1.48
My job requires me to interact with superiors	3.94	1.10
I take care of the pets	2.92	1.72
I take out the trash/recycling	3.45	1.21
My job requires me to use a lot of information to make decisions	3.62	1.16
I discipline the children when necessary	2.40	2.00
I visit with older relatives	3.01	1.24
I do the laundry	3.98	1.13
My job requires me to interact with customers	3.88	1.46
I put in effort beyond that normally expected in order to help my organization succeed	3.75	1.07
I always want to be a member of the organization/profession	3.22	1.24
I am in charge of the children's breakfast/lunches	1.89	1.76
I stay late, even when it is not required	2.56	1.34
I clean for older relatives	1.57	1.07
I cook for older relatives	1.58	1.08
I increase my skills in order to be able to better handle a higher position	3.51	1.21
I dust around the house	3.45	1.16
I clean the kitchen	3.87	1.07
I clean the bathroom	3.79	1.10
I put in extra time in order to move up in my organization/profession	2.90	1.27
I wish to move up from my current position	3.40	1.55

Item	Mean	Std. Deviation
I undergo education experiences to advance my knowledge of my job/profession	3.51	1.44
My job requires me to follow organizational rules, policies and procedures.	4.33	1.10
I maintain the outside of the home	2.82	1.38
I do more than necessary at my job	3.56	1.10
I prepare the meals	3.45	1.20
I mediate fights between my children	1.89	1.86
I take care of repairs around the house	2.77	1.35
I do the dishes	3.88	1.02
My job requires me to deal with stressful situations	3.52	1.15
I am in charge of assigning chores	2.80	1.64
I am in charge of keeping track of the bills	3.69	1.45
My job requires me to manage many tasks at one time	3.89	1.15
I help my children with their homework	2.00	1.93
My job requires me to take risks	2.53	1.31
I spend quality time with my children an average of 1/2 hour a day	2.38	2.09
I know where my children are	2.63	2.22
I am responsible for the cleanliness of the children	2.19	2.06
I shop for clothes for my children	2.22	2.03
I either bring my children where they need to go, or are involved in a carpool	2.12	2.01
I shop for older relatives	1.72	1.16
I set up appointments for older relatives	1.62	1.19
I feel I should provide transportation for older relatives more often	2.13	1.32
Ideally, my job would require me to completely focus in order to complete my duties	3.50	1.13
Ideally, I undergo education experiences to advance my knowledge of my job/profession	3.61	1.30
Ideally, my job would require me to use feedback of customers/other workers	3.54	1.27
I feel I should take out the trash/recycling more often	2.58	1.19
I feel I should dust around the house more often	3.00	1.11
Ideally, my job would require me to provide a high quality/quantity of my output	3.65	1.12
I feel I should shop for older relatives more often	2.01	1.29
I feel I should clean for older relatives more often	2.02	1.31
I feel I should prepare the meals more often	2.92	1.20
I feel I should do the laundry more often	2.72	1.23
Ideally, my job would require me to communicate with others	3.92	1.19
I feel I should food shop for the family more often	2.75	1.20
Ideally, my job would require me to interact with customers	3.66	1.41
Ideally, I am involved in organizational events (e.g.: social, charity)	3.08	1.39

Item	Mean	Std. Deviation
outside the wok environment		
Ideally, I stay late, even when it is not required	2.57	1.25
I feel I should spend time with my children in the evenings more often	2.34	2.01
I feel I should am responsible for the cleanliness of the children more often	2.11	1.92
Ideally, I offer social support to coworkers	3.28	1.13
Ideally, I put in effort beyond that normally expected in order to help my organization succeed	3.58	1.12
Ideally, I always want to be a member of the organization/profession	3.36	1.32
Ideally, I increase my skills in order to be able to better handle a higher position	3.78	1.29
I feel I should clean the main living areas inside the home more often	3.37	1.20
Ideally, my job would require me to give written reports on a regular basis	2.57	1.37
I feel I should maintain the outside of the home more often	2.83	1.31
I feel I should take care of repairs around the house more often	2.59	1.28
I feel I should do the dishes more often	2.88	1.22
I feel I should be in charge of assigning chores more often	2.46	1.47
I feel I should am in charge of the children's breakfast/lunches more often	1.82	1.67
I feel I should make doctor's appointments more often	2.42	1.38
I feel I should keep track of the bills more often	3.29	1.31
I feel I should take care of the pets more often	2.43	1.54
I feel I should clean the kitchen more often	3.04	1.29
Ideally, my job would require me to interact with superiors	3.49	1.26
Ideally, my job would require me to deal with stressful situations	3.19	1.24
I feel I should set up appointments for older relatives more often	1.83	1.21
I feel I should cook for older relatives more often	1.90	1.22
Ideally, I do more than necessary at my job	3.27	1.17
I feel I should clean the bathroom more often	3.02	1.26
I feel I should help my children with their homework more often	1.88	1.87
Ideally, my job would require me to follow organizational rules, policies and procedures.	3.79	1.24
I feel I should spend quality time with my children an average of 1/2 hour a day more often	2.39	2.01
I feel I should know where my children are more often	2.48	2.12
I feel I should shop for clothes for my children more often	1.97	1.75
I feel I should mediate fights between my children more often	1.73	1.72
Ideally, I put in extra time in order to move up in my organization/profession	3.00	1.35
Ideally, I wish to move up from my current position	3.62	1.44
I feel I should discipline the children when necessary more often	1.76	1.61
I feel I should visit with older relatives more often	2.81	1.41
I feel I should help older relatives financially more often	2.21	1.33

Item	Mean	Std. Deviation
I feel I should administer medicine to older relatives more often	1.79	1.20
I feel I should either bring my children where they need to go, or be involved in a carpool more often	1.98	1.86
Ideally, my job would require me to manage many tasks at one time	3.54	1.17
Ideally, my job would require me to take risks	2.77	1.25
Ideally, my job would require me to use a lot of information to make decisions	3.32	1.20

Exploratory Factor Analyses Testing All Career and Family Responsibility Discrepancy Scale Real Items. The first EFA was performed forcing a 2-factor solution with all items in the Career and Family Responsibility Real sub-scales. Items with a factor loading over .32 loaded consistently into separate Family (20 items) and Career (20 items) factors (see Table B). The 15 remaining items loaded weakly and fairly equally onto both factors. Using the Rotation Sum of Squares loadings, cumulative percent of variance explained was 29.1% (Family = 18.5%, Career = 10.6%). Of the total 53 items, only 24 showed communality above .20. Using the two-factor model, only a small amount of variance is explained and almost one-third of the items did not load strongly, making it insufficient.

Table B. Career and Family Real Items with Strong Factor Loadings on a Two-Factor Model

	Factor	
	Family	Career
I shop for clothes for my children	0.91	-0.05
I am responsible for the cleanliness of the children	0.89	0.01
I spend quality time with my children an average of 1/2 hour a day	0.88	-0.03
I either bring my children where they need to go, or are involved in a carpool	0.88	0.01
I know where my children are	0.87	0.00
I am in charge of the children's breakfast/lunches	0.87	-0.03
I discipline the children when necessary	0.86	0.04
I spend time with my children in the evenings	0.85	-0.01
I help my children with their homework	0.84	0.00
I mediate fights between my children	0.81	0.01
I make doctors appointments	0.63	0.16
I am in charge of assigning chores	0.60	0.09
I cook for older relatives	0.41	-0.05
I set up appointments for older relatives	0.39	0.03
I administer medicine to older relatives	0.38	0.00
I shop for older relatives	0.38	0.01
I clean for older relatives	0.36	-0.10

	Factor	
	Family	Career
I help older relatives financially	0.33	0.02
I prepare the meals	0.32	0.05
I provide transportation for older relatives	0.31	-0.10
My job requires me to use a lot of information to make decisions	-0.10	0.69
My job requires me to deal with stressful situations	-0.01	0.66
My job requires me to interact with superiors	-0.13	0.65
I do more than necessary at my job	-0.06	0.64
My job requires me to manage many tasks at one time	-0.08	0.63
My job requires me to follow organizational rules, policies and procedures.	-0.14	0.61
My job requires me to communicate with others	-0.16	0.58
I increase my skills in order to be able to better handle a higher position	0.05	0.56
My job requires me to provide a high quality/quantity of my output	0.02	0.56
My job requires me to completely focus in order to complete my duties	-0.02	0.54
I put in extra time in order to move up in my organization/profession	0.05	0.52
I put in effort beyond that normally expected in order to help my organization succeed	-0.22	0.50
My job requires me to take risks	0.08	0.44
My job requires me to use feedback of customers/other workers	-0.11	0.44
I wish to move up from my current position	0.00	0.43
I undergo education experiences to advance my knowledge of my job/profession	0.03	0.43
My job requires me to give written reports on a regular basis	0.06	0.42
I offer social support to coworkers	0.01	0.37
I stay late, even when it is not required	0.13	0.37
I always want to be a member of the organization/profession	0.06	0.35
My job requires me to interact with customers	-0.19	0.28
I take out the trash/recycling	-0.11	0.24
I dust around the house	0.01	0.28
I take care of repairs around the house	0.04	0.12
I am involved in organizational events (e.g.: social, charity) outside the work environment	0.05	0.13
I do the laundry	0.06	0.19
I clean the main living areas inside the home	0.07	0.22
I do the dishes	0.07	0.12
I clean the bathroom	0.09	0.12
I maintain the outside of the home	0.09	0.14
I clean the kitchen	0.12	0.21
I visit with older relatives	0.15	0.22
I am in charge of keeping track of the bills	0.21	0.08
I take care of the pets	0.22	0.19
I food shop for the family	0.23	0.25

A second EFA was performed on all of the CFRDS Real items, forcing a six-factor solution, again with all items in the Career and Family Responsibility Real sub-scales. The three Family sub-scale constructs (Childcare, Household, Eldercare) all loaded onto separate factors. Factor one had all Childcare items loaded (from .78 to .97) and two Household items loaded (.56 and .58). Factor 4 had all the Eldercare items loaded (.33 to .87). Factor 3 had a majority of the Household items loaded (.39 to .80). Three items under Household loaded separately and strongly onto the fifth factor (loadings from .58 to .78), and a fourth Household item did not load onto any factor.

The loading for factors 2 and 6, which contained all of the Career Responsibility items, loaded inconsistently. Specifically, only 10 of the Basic items loaded onto factor 2 (.40 to .76), along with 3 Extra items. All of the Advance behaviors loaded onto factor 6, but negatively and with additional Basic and Extra-role items. See Table C for item loadings.

Table C. Career and Family Real Item Factor Loadings on a Six-Factor Model

Item	Childcare	Basic	Household 1	Eldercare	Household 2	Mixed Career (Negative)
I know where my children are	0.97	0.09	-0.09	-0.05	0.04	0.10
I spend quality time with my children an average of 1/2 hour a day	0.97	0.03	-0.11	-0.03	0.04	0.07
I shop for clothes for my children	0.92	-0.02	0.07	0.04	-0.10	0.05
I either bring my children where they need to go, or are involved in a carpool	0.91	-0.06	0.01	0.00	0.03	-0.04
I spend time with my children in the evenings	0.90	0.02	-0.08	0.01	-0.04	0.01
I am responsible for the cleanliness of the children	0.90	-0.06	0.04	0.02	-0.03	-0.05
I discipline the children when necessary	0.89	0.06	-0.08	0.06	0.07	0.03
I help my children with their homework	0.85	-0.08	-0.04	0.03	0.03	-0.08
I am in charge of the children's breakfast/lunches	0.85	-0.08	0.06	0.06	-0.05	-0.03
I mediate fights between my children	0.78	-0.13	0.01	0.07	0.03	-0.12
I make doctor's appointments	0.58	0.16	0.29	0.15	-0.20	0.01
I am in charge of assigning chores	0.56	-0.07	0.18	0.02	0.02	-0.12
My job requires me to communicate with others	-0.02	0.76	0.09	-0.05	-0.02	0.11
My job requires me to interact with superiors	0.02	0.65	0.07	-0.14	0.16	-0.04
My job requires me to use a lot of information to make decisions	0.02	0.52	0.02	-0.08	0.06	-0.27

Item	Childcare	Basic	Household 1	Eldercare	Household 2	Mixed Career (Negative)
My job requires me to follow organizational rules, policies and procedures.	-0.02	0.45	0.18	-0.20	0.02	-0.21
My job requires me to provide a high quality/quantity of my output	0.14	0.44	0.09	-0.11	-0.05	-0.20
I offer social support to coworkers	0.03	0.44	-0.01	0.15	-0.23	-0.08
My job requires me to use feedback of customers/other workers	-0.06	0.42	-0.14	0.09	0.05	-0.13
My job requires me to manage many tasks at one time	0.02	0.41	0.07	-0.11	-0.04	-0.32
My job requires me to interact with customers	-0.14	0.40	-0.03	0.05	0.00	0.07
My job requires me to completely focus in order to complete my duties	0.08	0.40	0.11	-0.11	-0.02	-0.21
I do more than necessary at my job	-0.05	0.35	0.07	0.05	0.14	-0.35
I put in effort beyond that normally expected in order to help my organization succeed	-0.12	0.34	-0.03	-0.11	0.10	-0.24
I am involved in organizational events (e.g.: social, charity) outside the work environment	0.08	0.18	-0.14	0.05	0.13	0.02
I clean the kitchen	-0.02	0.04	0.80	0.02	-0.05	0.01
I do the dishes	-0.07	-0.01	0.73	0.03	-0.02	0.06
I dust around the house	-0.13	0.00	0.72	0.00	-0.12	-0.18
I clean the main living areas inside the home	-0.07	0.06	0.70	0.06	-0.06	-0.02
I clean the bathroom	-0.06	-0.10	0.69	0.03	-0.12	-0.08
I do the laundry	-0.03	0.04	0.66	-0.04	-0.02	0.00
I prepare the meals	0.19	-0.08	0.63	0.04	0.13	0.10
I food shop for the family	0.19	0.20	0.56	-0.05	0.06	0.11
I am in charge of keeping track of the bills	0.15	-0.03	0.39	-0.02	0.08	0.03
I cook for older relatives	0.02	-0.08	0.02	0.87	0.11	-0.01
I shop for older relatives	0.04	0.05	-0.01	0.83	-0.04	0.00
I administer medicine to older relatives	0.03	-0.06	-0.04	0.82	0.05	-0.08
I clean for older relatives	0.01	-0.04	-0.02	0.82	0.01	0.06
I set up appointments for older relatives	0.05	0.00	0.07	0.77	0.03	-0.03
I provide transportation for older relatives	-0.02	-0.06	-0.04	0.75	-0.05	0.02
I help older relatives financially	0.08	-0.08	0.02	0.55	-0.16	-0.17
I visit with older relatives	0.01	0.24	0.16	0.33	0.11	0.05
I take care of repairs around the house	0.09	-0.02	-0.18	-0.13	0.78	-0.01

Item	Childcare	Basic	Household 1	Eldercare	Household 2	Mixed Career (Negative)
I maintain the outside of the home	0.06	-0.12	-0.10	-0.02	0.71	-0.14
I take out the trash/recycling	-0.23	0.02	0.12	0.12	0.58	-0.10
I take care of the pets	0.11	0.09	0.22	0.17	0.24	0.00
I put in extra time in order to move up in my organization/profession	-0.04	-0.04	0.03	0.13	-0.01	-0.73
I increase my skills in order to be able to better handle a higher position	0.07	0.02	-0.06	-0.03	0.06	-0.70
I undergo education experiences to advance my knowledge of my job/profession	0.00	-0.06	-0.02	0.03	0.03	-0.62
I wish to move up from my current position	-0.02	-0.03	0.08	-0.02	0.01	-0.55
My job requires me to take risks	0.07	0.10	-0.16	0.10	0.03	-0.51
My job requires me to deal with stressful situations	0.08	0.40	-0.01	-0.06	-0.02	-0.40
I always want to be a member of the organization/profession	0.04	0.07	0.05	0.02	0.06	-0.33
I stay late, even when it is not required	0.06	0.15	-0.10	0.25	0.05	-0.33
My job requires me to give written reports on a regular basis	0.13	0.18	-0.03	-0.06	0.04	-0.32

As the six-factor solution again was not supported by EFA (specifically, 3 factors for Career), a third EFA was examined with 5 factors in order to test an alternative model. Family items loaded similar to the 6-factor solution. However, all Career items loaded onto a single factor, 20 of the 22 loading moderately to strongly (.34 to .68). See Table D for factor loadings. Using Rotation Sum of Squares loadings, cumulative percent of variance explained was 47.8%.

Table D. Career and Family Real Item Factor Loadings on a Five-Factor Model

Item	Childcare	Career Mix	Housecare1	Eldercare	Housescare2
I spend quality time with my children an average of 1/2 hour a day	0.96	-0.01	-0.09	-0.05	0.05
I know where my children are	0.96	0.01	-0.05	-0.08	0.05
I shop for clothes for my children	0.91	-0.04	0.09	0.03	-0.10
I either bring my children where they need to go, or are involved in a carpool	0.91	0.01	0.01	0.00	0.03
I am responsible for the cleanliness of the children	0.90	0.01	0.04	0.02	-0.02
I spend time with my children in the evenings	0.90	0.02	-0.07	0.00	-0.03
I discipline the children when necessary	0.88	0.05	-0.06	0.04	0.08
I help my children with their homework	0.86	0.01	-0.05	0.03	0.03
I am in charge of the children's breakfast/lunches	0.85	-0.02	0.06	0.06	-0.05
I mediate fights between my children	0.80	0.01	0.00	0.08	0.04
I am in charge of assigning chores	0.57	0.05	0.17	0.04	0.02
I make doctors appointments	0.56	0.13	0.31	0.13	-0.20
My job requires me to deal with stressful situations	0.07	0.68	-0.02	-0.04	-0.03
My job requires me to use a lot of information to make decisions	0.00	0.68	0.03	-0.09	0.05
My job requires me to manage many tasks at one time	0.01	0.63	0.06	-0.11	-0.05
I do more than necessary at my job	-0.06	0.60	0.07	0.06	0.13
I increase my skills in order to be able to better handle a higher position	0.10	0.59	-0.12	0.04	0.04
My job requires me to interact with superiors	-0.02	0.59	0.12	-0.18	0.15
My job requires me to follow organizational rules, policies and procedures.	-0.03	0.56	0.19	-0.20	0.01
I put in extra time in order to move up in my organization/profession	0.00	0.55	-0.05	0.21	-0.02
My job requires me to provide a high quality/quantity of my output	0.12	0.55	0.10	-0.12	-0.06
My job requires me to communicate with others	-0.08	0.54	0.16	-0.12	-0.01
My job requires me to completely focus in order to complete my duties	0.06	0.52	0.12	-0.12	-0.03
My job requires me to take risks	0.09	0.51	-0.20	0.15	0.02
I put in effort beyond that normally expected in order to help my organization succeed	-0.13	0.49	-0.03	-0.11	0.10
My job requires me to use feedback of	-0.08	0.46	-0.11	0.07	0.05

Item	Childcare	Career Mix	Housecare1	Eldercare	Housecare2
customers/other workers					
I undergo education experiences to advance my knowledge of my job/profession	0.04	0.45	-0.09	0.11	0.02
My job requires me to give written reports on a regular basis	0.13	0.43	-0.04	-0.04	0.03
I wish to move up from my current position	0.01	0.43	0.02	0.05	0.00
I offer social support to coworkers	0.00	0.43	0.02	0.12	-0.22
I stay late, even when it is not required	0.06	0.39	-0.11	0.28	0.04
I always want to be a member of the organization/profession	0.06	0.34	0.02	0.06	0.06
My job requires me to interact with customers	-0.17	0.28	0.01	0.01	0.01
I am involved in organizational events (e.g.: social, charity) outside the work environment	0.06	0.13	-0.12	0.03	0.13
I clean the kitchen	-0.01	0.03	0.79	0.03	-0.06
I do the dishes	-0.07	-0.06	0.73	0.03	-0.03
I clean the main living areas inside the home	-0.07	0.06	0.70	0.06	-0.07
I dust around the house	-0.11	0.15	0.69	0.04	-0.13
I clean the bathroom	-0.04	-0.02	0.66	0.06	-0.13
I do the laundry	-0.03	0.03	0.65	-0.04	-0.03
I prepare the meals	0.20	-0.15	0.64	0.04	0.12
I food shop for the family	0.18	0.09	0.58	-0.07	0.06
I am in charge of keeping track of the bills	0.15	-0.05	0.39	-0.01	0.08
I take care of the pets	0.11	0.07	0.24	0.16	0.24
I cook for older relatives	0.02	-0.10	0.04	0.87	0.12
I administer medicine to older relatives	0.03	-0.01	-0.03	0.83	0.06
I shop for older relatives	0.03	0.01	0.02	0.82	-0.03
I clean for older relatives	0.00	-0.12	0.01	0.81	0.02
I set up appointments for older relatives	0.04	0.00	0.09	0.77	0.03
I provide transportation for older relatives	-0.02	-0.10	-0.02	0.75	-0.05
I help older relatives financially	0.09	0.06	0.00	0.58	-0.16
I visit with older relatives	-0.01	0.15	0.20	0.30	0.11
I take care of repairs around the house	0.09	0.00	-0.17	-0.13	0.78
I maintain the outside of the home	0.08	0.02	-0.12	-0.01	0.70
I take out the trash/recycling	-0.22	0.08	0.12	0.13	0.58

A few patterns can be seen to be emerging at this stage for the Family items. First, a Childcare factor consistently emerges with two Household items; however, these Household items are childcare related. Second under Family items, Eldercare items emerge as their own factor, with consistently moderate to strong loadings.

Finally under Family items, there are two consistent Household factors, the first containing almost all Household items, the second containing the same three remaining Household items. A more detailed review at these items can be found in the discussion of this paper.

For Career items, patterns are not yet fully observable, although it is appearing that a three-factor solution is not likely a good fit. Instead, the use of a 2-factor solution may be appropriate. A thorough evaluation of the Career construct addressing some of these issues can be found in the discussion of this paper.

Examination of Family Items. Real and Ideal Family Responsibility items were examined separately. For each, a 3-factor solution was forced, based on the proposed measure development (Childcare, Household, Eldercare). In addition, the Ideal items were examined in which a four-factor solution was forced to further explore the finding of the initial EFAs.

An EFA was first run on all Family Ideal items. All Childcare items and two Household items loaded strongly onto Factor 1 (.34 to .96). The two Household items loading onto this factor were consistent with the earlier EFAs. All Eldercare items loaded onto Factor 3, although negatively. All remaining Household items loaded onto Factor 2 (.42 to .75), with one item loading weakly (.29). Total variance explained by this solution was 54.3% (Childcare = 30%, Household = 16%, Eldercare = 8%). All items had communality scores above .20. See Table E for items loadings.

Table E. Family Ideal Item Factor Loadings on a Three-Factor Model

Item	Childcare	Household	Eldercare
I feel I should spend quality time with my children an average of 1/2 hour a day more often	0.96	-0.13	0.04
I feel I should spend time with my children in the evenings more often	0.95	-0.06	0.09
I feel I should shop for clothes for my children more often	0.93	0.02	0.00
I feel I should know where my children are more often	0.92	-0.05	0.15
I feel I should discipline the children when necessary more often	0.88	-0.03	-0.05
I feel I should am responsible for the cleanliness of the children more often	0.87	0.00	0.00
I feel I should help my children with their homework more often	0.87	-0.05	-0.01
I feel I should mediate fights between my children more often	0.85	0.02	-0.04
I feel I should either bring my children where they need to go, or be involved in a carpool more often	0.84	0.07	0.02
I feel I should am in charge of the children's breakfast/lunches more often	0.84	-0.01	-0.10
I feel I should be in charge of assigning chores more often	0.47	0.11	-0.09
I feel I should make doctor's appointments more often	0.34	0.18	-0.15

Item	Childcare	Household	Eldercare
I feel I should do the dishes more often	-0.09	0.75	-0.01
I feel I should clean the kitchen more often	-0.09	0.73	0.00
I feel I should clean the main living areas inside the home more often	-0.05	0.68	-0.02
I feel I should clean the bathroom more often	-0.11	0.67	0.00
I feel I should do the laundry more often	0.00	0.65	0.00
I feel I should dust around the house more often	-0.11	0.61	0.03
I feel I should prepare the meals more often	0.03	0.51	0.02
I feel I should take out the trash/recycling more often	-0.01	0.50	0.01
I feel I should take care of repairs around the house more often	0.06	0.49	0.03
I feel I should keep track of the bills more often	0.08	0.48	-0.03
I feel I should food shop for the family more often	0.15	0.48	-0.05
I feel I should maintain the outside of the home more often	0.16	0.42	-0.04
I feel I should take care of the pets more often	0.24	0.29	-0.09
I feel I should shop for older relatives more often	-0.04	-0.07	-0.89
I feel I should cook for older relatives more often	-0.02	0.00	-0.88
I feel I should set up appointments for older relatives more often	0.00	-0.02	-0.86
I feel I should provide transportation for older relatives more often	-0.14	-0.02	-0.81
I feel I should clean for older relatives more often	0.00	0.07	-0.79
I feel I should administer medicine to older relatives more often	0.10	-0.02	-0.74
I feel I should help older relatives financially more often	0.13	-0.04	-0.72
I feel I should visit with older relatives more often	-0.03	0.07	-0.52

The second EFA to be performed on the Family Responsibility sub-scale was done on all Real items. All Childcare and two Household items loaded onto Factor 1 (loadings .56 to .96), repeating the same patterns seen previously. All Eldercare items again loaded onto Factor 3 (loading .34 to .88), this time with positive loadings. It is interesting that Eldercare loaded positively using the Real items, but negatively on the Ideal items. This may be due the fact that consistently, people would not 'ideally' need to care for elders (which would signal declining health). While this may also be true of housework, for example, household chores do not contain the same emotional impact. A majority of the Household items (9) loaded strongly onto factor 2 (.37 to .81). Two Household items (take care of pets and take care of trash/recycling) loaded weakly onto factor 3 (each at .18). Two final Household items (take care of repairs and maintain outside of the home) actually loaded negatively onto factor 2 (-.35 and -.29, respectively). Total variance explained by this solution was 57.2% (Childcare= 29.6%, Household = 13%, Eldercare = 11.5%). All items but 6 had communality scores above .20. See Table F for item factor loadings.

Table F. Family Real Item Factor Loadings on a Three-Factor Model

Item	Childcare	Household	Eldercare
I know where my children are	0.96	-0.13	-0.07
I spend quality time with my children an average of 1/2 hour a day	0.94	-0.14	-0.02
I either bring my children where they need to go, or are involved in a carpool	0.92	-0.03	0.02
I am responsible for the cleanliness of the children	0.90	0.02	0.03
I shop for clothes for my children	0.90	0.06	0.01
I spend time with my children in the evenings	0.90	-0.10	-0.01
I discipline the children when necessary	0.90	-0.11	0.06
I help my children with their homework	0.86	-0.07	0.04
I am in charge of the children's breakfast/lunches	0.85	0.05	0.07
I mediate fights between my children	0.80	-0.02	0.09
I am in charge of assigning chores	0.59	0.15	0.02
I make doctor's appointments	0.56	0.34	0.14
I clean the kitchen	0.02	0.81	0.01
I dust around the house	-0.07	0.74	-0.01
I clean the main living areas inside the home	-0.02	0.71	0.03
I clean the bathroom	-0.02	0.71	0.02
I do the dishes	-0.05	0.70	0.03
I do the laundry	0.00	0.66	-0.04
I prepare the meals	0.22	0.55	0.05
I food shop for the family	0.21	0.54	-0.03
I am in charge of keeping track of the bills	0.17	0.37	0.00
I take care of repairs around the house	0.16	-0.35	-0.03
I maintain the outside of the home	0.15	-0.29	0.06
I cook for older relatives	0.04	-0.03	0.88
I shop for older relatives	0.04	0.00	0.83
I clean for older relatives	0.01	-0.04	0.82
I set up appointments for older relatives	0.06	0.04	0.80
I administer medicine to older relatives	0.06	-0.08	0.76
I provide transportation for older relatives	-0.03	-0.02	0.75
I help older relatives financially	0.07	0.04	0.56
I visit with older relatives	0.03	0.17	0.34
I take care of the pets	0.15	0.12	0.18
I take out the trash/recycling	-0.12	-0.05	0.18

In light of EFA results in earlier models, a third Family EFA was performed on all Ideal items with a 4-factor solution, to see if the same factors emerged as represented in the 4 and 5 factor solution of all Real CFRDS items. The solution was not the same. While the Childcare factor loaded as the previous EFAs, with the same two Household items represented (.33 to .95), and all Eldercare items loaded onto a single factor (although, like the earlier Ideal items, negatively), the remaining Household items did not load the same as before. Four different items loaded onto the fourth factor, and negatively. Total variance explained by this solution was 57% (Childcare= 30%, Household (9 items) = 16%, Eldercare = 8%, Household (4 negative

items) = 2.5). All items had communality scores above .20. See Table G for item factor loadings.

Table G. Family Ideal Item Factor Loadings on a Four-Factor Model

Item	Childcare	Household1	Eldercare	Household2
I feel I should spend quality time with my children an average of 1/2 hour a day more often	0.95	-0.08	0.04	0.03
I feel I should spend time with my children in the evenings more often	0.94	0.01	0.10	0.05
I feel I should shop for clothes for my children more often	0.92	0.04	0.00	-0.01
I feel I should know where my children are more often	0.91	-0.04	0.15	-0.01
I feel I should discipline the children when necessary more often	0.88	-0.03	-0.05	-0.03
I feel I should help my children with their homework more often	0.87	-0.06	-0.02	-0.04
I feel I should am responsible for the cleanliness of the children more often	0.87	-0.01	-0.01	-0.04
I feel I should either bring my children where they need to go, or be involved in a carpool more often	0.85	-0.03	0.01	-0.15
I feel I should mediate fights between my children more often	0.84	0.03	-0.04	-0.03
I feel I should am in charge of the children's breakfast/lunches more often	0.83	0.02	-0.10	0.01
I feel I should be in charge of assigning chores more often	0.46	0.14	-0.09	0.00
I feel I should make doctor's appointments more often	0.33	0.28	-0.14	0.07
I feel I should take care of repairs around the house more often	0.03	0.66	0.05	0.10
I feel I should do the dishes more often	-0.10	0.63	-0.03	-0.22
I feel I should clean the bathroom more often	-0.12	0.60	-0.01	-0.16
I feel I should maintain the outside of the home more often	0.13	0.56	-0.03	0.07
I feel I should clean the kitchen more often	-0.09	0.55	-0.03	-0.27
I feel I should clean the main living areas inside the home more often	-0.05	0.46	-0.05	-0.32
I feel I should keep track of the bills more often	0.07	0.41	-0.04	-0.14
I feel I should take out the trash/recycling more often	-0.01	0.36	0.00	-0.21
I feel I should take care of the pets more often	0.23	0.33	-0.09	0.00
I feel I should shop for older relatives more often	-0.03	-0.10	-0.88	-0.04
I feel I should cook for older relatives more often	-0.01	0.02	-0.87	0.00
I feel I should set up appointments for older relatives	0.01	-0.06	-0.86	-0.06

Item	Childcare	Household1	Eldercare	Household2
more often				
I feel I should provide transportation for older relatives more often	-0.13	-0.06	-0.81	-0.06
I feel I should clean for older relatives more often	0.02	-0.03	-0.80	-0.14
I feel I should administer medicine to older relatives more often	0.10	-0.02	-0.73	-0.02
I feel I should help older relatives financially more often	0.13	0.04	-0.71	0.07
I feel I should visit with older relatives more often	-0.05	0.27	-0.51	0.21
I feel I should do the laundry more often	0.03	0.14	-0.06	-0.67
I feel I should prepare the meals more often	0.07	0.02	-0.04	-0.62
I feel I should food shop for the family more often	0.19	0.03	-0.10	-0.57
I feel I should dust around the house more often	-0.09	0.26	-0.02	-0.45

Examination of Career Responsibility Items. Real and Ideal Career Responsibility sub-scale items were examined separately. Initially, a 3-factor solution was forced. However, for the EFA performed on the Ideal items using the three-factor model, the solution failed to converge. A solution was found for the Real items, and factor loadings are presented in Table H below. However, in light of these and previous findings in the present study, Career items were examined and are discussed using two-factor forced models.

Table H. Career Responsibility Real Item Factor Loadings on a Three-Factor Model

Item	Basic 1	NonBasic	Basic 2
My job requires me to use a lot of information to make decisions	0.72	0.05	0.04
My job requires me to completely focus in order to complete my duties	0.71	-0.07	-0.04
My job requires me to provide a high quality/quantity of my output	0.62	-0.05	0.10
My job requires me to deal with stressful situations	0.48	0.24	0.09
My job requires me to give written reports on a regular basis	0.48	0.17	-0.19
My job requires me to manage many tasks at one time	0.45	0.12	0.20
I do more than necessary at my job	0.33	0.30	0.12
I put in effort beyond that normally expected in order to help my organization succeed	0.33	0.14	0.14
I am involved in organizational events (e.g.: social, charity) outside the work environment	0.09	0.04	0.05
I put in extra time in order to move up in my organization/profession	-0.04	0.79	-0.01
I undergo education experiences to advance my knowledge of my job/profession	-0.06	0.61	0.03
I increase my skills in order to be able to better handle a higher position	0.14	0.59	0.01
I wish to move up from my current position	-0.13	0.55	0.12
My job requires me to take risks	0.22	0.50	-0.10
I stay late, even when it is not required	0.26	0.33	-0.07
I always want to be a member of the organization/profession	0.12	0.33	0.03
My job requires me to communicate with others	0.34	-0.15	0.64
My job requires me to interact with customers	-0.19	0.07	0.60
My job requires me to interact with superiors	0.37	-0.02	0.53
I offer social support to coworkers	0.04	0.14	0.38
My job requires me to follow organizational rules, policies and procedures.	0.35	0.04	0.37
My job requires me to use feedback of customers/other workers	0.18	0.18	0.32

An EFA using Career Responsibility Real items and forcing a 2-factor solution was performed. Factor 1 showed all but two Basic items loading moderate to strongly on it (.33 to .81), with three Extra-role items also loading moderately onto the factor (.34, .35 and .36). The second factor contained 2 of the remaining Extra items and all of the Advance items (.37 to .78). It also included two Basic items (My job requires me to take risks and My job requires me to give written reports on a regular basis) loading onto this factor (.58 and .31, respectively). A final Extra item did not load strongly onto either factor. While the items loaded in a manner that offered more logical sense, the total variance explained was only 31.5%, with a majority of the variance accounted for by the Basic factor (26%). Also, five items had a communality score below .20. Factor loadings can be viewed on Table I.

Table I. Career Responsibility real Item Factor Loadings on a Two-Factor Model

Item	Basic	NonBasic
My job requires me to communicate with others	0.81	-0.22
My job requires me to interact with superiors	0.75	-0.07
My job requires me to follow organizational rules, policies and procedures.	0.60	0.01
My job requires me to use a lot of information to make decisions	0.57	0.18
My job requires me to provide a high quality/quantity of my output	0.56	0.05
My job requires me to manage many tasks at one time	0.52	0.16
My job requires me to completely focus in order to complete my duties	0.49	0.09
My job requires me to deal with stressful situations	0.43	0.32
My job requires me to use feedback of customers/other workers	0.39	0.14
I put in effort beyond that normally expected in order to help my organization succeed	0.36	0.18
I offer social support to coworkers	0.35	0.06
I do more than necessary at my job	0.34	0.34
My job requires me to interact with customers	0.33	-0.07
I am involved in organizational events (e.g.: social, charity) outside the work environment	0.11	0.05
I put in extra time in order to move up in my organization/profession	-0.09	0.78
I increase my skills in order to be able to better handle a higher position	0.08	0.62
I undergo education experiences to advance my knowledge of my job/profession	-0.06	0.60
My job requires me to take risks	0.10	0.58
I wish to move up from my current position	0.21	0.49
I stay late, even when it is not required	0.27	0.41
I always want to be a member of the organization/profession	0.19	0.35
My job requires me to give written reports on a regular basis	0.25	0.31

A final EFA was performed on all Career Responsibility Ideal items, forcing 2 factors. The first factor contained 9 of the basic items (.44 to .77), as well as one extra-role item (.41). The second factor had the remaining items, including all the advance behaviors (.47 to .76), the remaining 3 basic behaviors (.39 to .44), and all but 1 of the extra behaviors (.44 to .53, with two items loading weakly at .28 and .3). Total variance was explained was 38%, with a majority of the variance explained by the Basic factor (32%). Also, only 2 items had a communality score below .20. Factor loadings can be viewed on Table J.

Table J. Career Responsibility Ideal Item Factor Loadings on a Two-Factor Model

Item	Basic	NonBasic
Ideally, my job would require me to communicate with others	0.77	-0.18
Ideally, my job would require me to manage many tasks at one time	0.66	0.13
Ideally, my job would require me to interact with superiors	0.65	0.14
Ideally, my job would require me to follow organizational rules, policies and procedures.	0.62	0.07
Ideally, my job would require me to deal with stressful situations	0.60	0.04
Ideally, my job would require me to completely focus in order to complete my duties	0.57	0.14
Ideally, my job would require me to interact with customers	0.53	-0.12
Ideally, my job would require me to provide a high quality/quantity of my output	0.49	0.23
Ideally, my job would require me to use feedback of customers/other workers	0.44	0.16
Ideally, I do more than necessary at my job	0.41	0.29
Ideally, I wish to move up from my current position	-0.18	0.76
Ideally, I put in extra time in order to move up in my organization/profession	-0.08	0.75
Ideally, I increase my skills in order to be able to better handle a higher position	0.01	0.72
Ideally, I always want to be a member of the organization/profession	0.07	0.53
Ideally, I undergo education experiences to advance my knowledge of my job/profession	0.11	0.47
Ideally, I put in effort beyond that normally expected in order to help my organization succeed	0.25	0.44
Ideally, my job would require me to use a lot of information to make decisions	0.33	0.44
Ideally, my job would require me to give written reports on a regular basis	0.13	0.42
Ideally, my job would require me to take risks	0.30	0.39
Ideally, I am involved in organizational events (e.g.: social, charity) outside the work environment	-0.01	0.37
Ideally, I stay late, even when it is not required	0.25	0.30
Ideally, I offer social support to coworkers	0.22	0.28

Exploratory Factor Analyses Summary

Review of Career and Family Responsibility Discrepancy Scale Exploratory Factor Analyses. A two-factor model was partially supported when looking at both Family and Career items together. The second examination of the full CFRDS, forcing a 6-factor solution, demonstrated the pattern seen in the initial EFA of a 3-factor Family and 2-factor Career solution (with the possibility of a fourth Family factor).

Review of Family Responsibility Exploratory Factor Analyses. Overall, the developed Family Responsibility sub-scale constructs (Household, Eldercare, Childcare) were strongly supported through the EFAs. Examination of the Family Responsibility sub-scale constructs showed clean loadings under the Ideal items, with mostly expected loadings for the three sub-scales (Household, Eldercare and

Childcare). Under the testing of the Real factors, items again mainly loaded as predicted, with some exceptions.

Although the possibility of a 4-factor solution was explored, results were not repeated in Family Responsibility Ideal that was seen in the test of CFRDS (Real). Therefore, the findings suggest that the originally proposed, literature and content validity driven solution, of Childcare, Household and Eldercare behavior items is an appropriate representation of Family Responsibility.

Review of Career Exploratory Factor Analyses. Although based on prior research, the Career Responsibility sub-scale construct items did not load as predicted. Under the Career Responsibility Real sub-scale, Basic items loaded fairly consistently onto one factor, but forcing three factors left one factor with most of the Advance and Extra-role items, and a third factor with a mix of remaining items. Under the Career Responsibility Ideal sub-scale, forcing three factors found non-convergence. This led to the possibility that the measure itself was really made up of two factors- Basic and Advance/Extra-role behaviors. Therefore, EFAs on Career Real and Ideal items forcing two factors was performed.

Throughout the test of the Career EFAs, several items did not load consistently between Real and Ideal in the comparison of factors. In general, items also did not all load under Basic and Non-basic (Advance and Extra-role) as predicted. As items loaded onto factors inconsistently, the Career Responsibility scale should be further examined with removed items and revised as two dimensions, with a split onto general Basic and Non-basic factors. A more specific list of revised items and recommendations can be found in the discussion.

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