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**Personality correlates of career and child-rearing choices in
young women**

Low-Beer, Jeanine P., Ph.D.
City University of New York, 1988

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PERSONALITY CORRELATES OF CAREER AND CHILD-REARING
CHOICES IN YOUNG WOMEN

by

JEANINE LOW-BEER

A dissertation submitted to the Graduate
Faculty in Psychology in partial fulfill-
ment of the requirements for the degree
of Doctor of Philosophy, the City Univer-
sity of New York.

1988

1988

JEANINE LOW-BEER

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Abstract

PERSONALITY CORRELATES OF CAREER AND CHILD-REARING
CHOICES IN YOUNG WOMEN

by

Jeanine Low-Beer

Adviser: Professor Florence Denmark

In adjusting to the demands of contemporary life, women have a variety of expectations in regard to career, marriage, and childrearing. While it is becoming increasingly usual for women to look forward to significant professional achievement, the goal of raising children is still a high priority. These two expectations are not easy to integrate as women who devote less than their full energy and commitment to a career tend to fall behind their male counterparts while, at the same time, women are still supposed to be the major providers of parental care. Women thus face the problem of how to cope with these two separate and, to a certain extent, antagonistic aspects of life. How they choose to deal with the conflicting demands of a career and childrearing is an important area of decision. The present study explored the link between personality variables and the nature of expectations toward career, marriage and childrearing in young women.

It was hypothesized that women who choose a career-only pattern (Group #1) or an integrated-career-and-childrearing pattern (Group #2) would be higher than other women on 1) Achievement, Autonomy, Dominance and Endurance, 2) would have a more internal locus of control, and 3) would not adhere as much to traditional male and female roles. It was also expected that women in Group #1 would be far more concerned with their own desires than the needs of others, and would emphasize the costs more than the rewards of parenting, whereas women in Group #2 would show as much concern for their own wants as they would for the needs of others, and would mention the costs somewhat more than the rewards of parenting. In contrast, women who choose a sequential-career-and-childrearing pattern (Group #3) or a marriage-and-childrearing-only pattern (Group #4) would be higher than other women on 1) Abasement, Affiliation, Nurturance and Succorance, 2) would have a more external locus of control, and 3) would adhere more strongly to traditional male and female roles. It was also anticipated that women in Group #3 would manifest ambivalence toward both their own needs and the needs of others, but would emphasize the rewards somewhat more than the costs of parenting, whereas women in Group #4 would show greater concern for the needs of others, and would stress

the rewards over the costs of parenting.

Method. Participants were 274 middle-class married and unmarried women, 23 to 35 years old; 38% had children under 18 and 62% had none. The subjects were categorized into the above four groups. Women in Group #1 intended to work full-time but remain childless, women in Group #2 anticipated working full-time after the birth of their children, women in Group #3 aspired to work part-time after childbirth, and women in Group #4 expected to be full-time homemakers. Comparisons between the four groups were conducted on all the variables.

Jackson's (1974) Personality Research Form (PRF) was used as indicator of psychological needs, Reid and Ware's (1974) Three-Factor Internal-External Scale measured specific areas of control, and Berzins, Welling, and Wetter's (1981) PRF-Andro Scale tapped gender-role orientation. The author's Work and Marriage Plans Questionnaire examined the importance of marriage, feelings about motherhood, childrearing views and attitudes, work-related attitudes, general goals and aspirations, and views of the average woman. In depth information was also elicited in individual interviews. Demographic variables were ascertained as well.

Results. As hypothesized, those who planned 1)

career-only or 2) integrated-career-and-childrearing patterns scored higher than others on Achievement, Autonomy and Endurance, but not on Dominance. Those who planned 3) sequential-career-and-childrearing or 4) marriage-and-childrearing-only patterns were higher than others on Affiliation and Succorance, but not on Abasement and Nurturance. In addition to the PRF variables specifically included in the hypotheses, comparisons between the four groups on the remaining PRF attributes showed that women in Groups #1 and #2 were highest on Aggression, and women in Groups #3 and #4 were lowest on Change and Endurance.

As predicted, there were more masculine individuals in the career-only group and more feminine women in the marriage-and-childrearing-only group. However, there were not as many androgynous women in the integrated-career-and-childrearing group and not as many undifferentiated subjects in the sequential-career-and-childrearing group as had originally been expected.

With the exception of lesser self-control in Group #2 and lesser social systems control in Group #4, all groups were equally internal in locus of control. Contrary to predictions, there was no relationship between work-pattern groups and locus of control.

As anticipated, career-only women focused more on

the costs of parenting than on the rewards and were definitely more self-oriented than other-oriented. Integrated-career-and-childrearing women placed as much emphasis on other-orientedness as on self-orientedness but viewed parenting as somewhat more costly than rewarding. Sequential-career-and-childrearing women generally expressed greater concern for the needs of others than they did for their own needs, but this tendency did not preclude ambivalence toward self-abnegation. They also focused on the rewards more than on the costs of parenting but nonetheless perceived full-time parenting as somewhat costly. Marriage-and-childrearing-only women viewed parenting as deeply rewarding and were unambivalently other-oriented rather than self-oriented.

Qualitative and quantitative analyses revealed that there were many areas of convergence and divergence among the four groups. Almost all agreed that 1) marriage was high on their list of priorities, 2) motherhood was very important for their sense of self-definition, 3) the safety and well-being of their children were uppermost in their minds, 4) they shared a strongly democratic philosophy toward childrearing, and 5) most believed that the average woman wanted a happy family life. They diverged, however, on 1) work commitment

and career aspirations, 2) they were about evenly split on the merits and demerits of childcare centers or other childcare arrangements, 3) there was wide disagreement on whether or not the mother's full-time presence is indispensable for a child's well-being, 4) they experienced varying degrees of guilt at the prospect of having to leave children in order to work, 5) they held different views on the relative costs and rewards of parenting, 6) they expressed varying degrees of concern for self versus concern for others, and 7) they had different patterns of psychological needs as indicated in their PRF profiles.

Longitudinal, cross-cultural and multi-national studies are needed to provide further information and insight regarding the relation between women's career paths, personality factors, and environmental influences.

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CHAPTER 1

INTRODUCTION

The struggle to find a healthy balance between one's career and one's home life remains as challenging as ever. While many women are becoming much more comfortable balancing marriage, motherhood and paid work, others feel that they are overworked professionals, overtired mothers, and part-time wives.

Quite a few women acknowledge an increased commitment to developing their careers and improving their earning power, but this growing involvement in work is not altering the importance of love, marriage and children. Few women would give up marriage or motherhood for career success (Abeel, 1984; Davidson, 1984; Howard, 1984; Parelus, 1975), and the need to get married remains as acute as ever (LiPuma, 1984). A majority of women report that marriage makes them feel "happier, more secure and more stable" (Chassler, 1985, p. 215). While some women tend to marry and bear children in their mid or late thirties (Ventura, 1982), the median age at first marriage stayed at 22.8 in 1983 (Spain, 1985). After the sexual revolution and sexual politics, and despite a high divorce rate, "both women and men say that marriage is the single most important part of their lives"

(Chassler, 1985, p. 215).

Commitment to motherhood remains strong.

"Although total family size has decreased, 90% of adult women have or expect to have at least two children" (Russo and Denmark, 1984, p. 2), and the median age at birth of first child was 23.2 in 1982 (Spain, 1985). While the sexual revolution and the women's liberation movement have brought substantial social and psychological changes during the last twenty years, "motherhood remains both an essential and a cherished role" (Battelle, 1984; Friedan, 1983; Levine, 1984; Spain, 1985, p. 42).

Thus, most women want to get married and have children but they also wish to participate in the world beyond the home. However, a woman's family and sexual role clashes with her economic and social role. This structural strain often generates confusion and interrole conflict. In addition to the above pressures, men are often threatened by successful women and few men are pleased at the idea of a woman earning more money than they do (Blumstein and Schwartz, 1985). As a consequence, successful professional women are often single (Gray, 1983; Whiteside, 1984). **A New York Times**

Magazine's survey pointed out that "42 percent of high-level female executives are single, divorced or separated and fewer than half have children" (Gross, 1985, p. 22). Women who pursue higher educational and career aspirations often delay marrying, but as they get older, they find that the supply of eligible men has dwindled considerably (Levine, 1984; Morrisroe, 1984; Sanoff, 1983). This harsh reality often leaves them angry and disappointed. They come to realize that a career can turn into a trap. It may bring freedom but it does not necessarily provide happiness (Cosell, 1985). These women are also aware that by delaying childbearing into their late thirties or early forties, the likelihood of infertility increases (Rodgers, 1985). Such considerations may lead some women to be less oriented to achieve outside the home.

The demands on working wives and mothers have not eased during the past decade. Women are still responsible for most of the housework and child care (Jacoby, 1985; Maccoby, 1980). "Even among working couples without children, women spend nearly twice as many hours as men do on household duties" (Russo and Denmark, 1984, p. 2), and child care continues to be an overwhelming problem. There

is still a lack of good child-care facilities and programs that would make it easier to combine the logistics of motherhood and a career (Denmark and Rubinstein, 1978). However, one must not overlook the fact that most women are not prepared to give up primary responsibility for childcare (Andrisani and Shapiro, 1978; Foster, Wallston, and Berger, 1980; Harris, 1984). Many women still believe that mothers should remain at home when they have preschool-age children and, if a choice has to be made between work and family obligations, the maternal role often takes precedence (Schwartz, 1980). When their children are small, a substantial number of women make compromises with their other ambitions during that period.

While it is becoming increasingly usual for women to look forward to significant professional achievement, the goal of giving birth and raising children is still a high priority. These two expectations are not easy to integrate as women who devote less than their full energy and commitment to a career tend to fall behind their male counterparts while, at the same time, they are still expected to be the major providers of parental care for infants and young children. Thus, they face the problem of

how to deal with those two separate and, to a certain extent, antagonistic aspects of life. How they choose to deal with the conflicting demands of a career and childrearing is an important area of decision.

Although historical, social, political and economic factors are important determinants of women's participation in the work force, there has been evidence that psychological factors also have a major influence. Previous studies have indicated that women who adhere to traditional gender roles are less likely to want to be employed outside the home (Atkinson and Huston, 1984; Margolick, 1984; Peplau, 1976; Smith and Self, 1981; Smith-Lovin and Tickamyer, 1978; Wicks and Workman, 1978). This choice may also depend upon how much the individual cares about human relationships and how much she "wants a life lived in relationships". Gilligan (1982) maintains that "it is in their care and concern for others that women have both judged themselves and been judged," and that "assessment of the self is based on a standard of relationship, an ethic of nurturance, responsibility, and care" (pp. 70, 159).

The values commonly associated with the feminine virtues of nurturance, selflessness, and compassion may come to clash with the need to pursue one's own

personal goals. When the modern woman contemplates the various alternatives open to her in relation to work and family life, she may thus be confronted by the dichotomy of selfishness and responsibility (Gilligan, 1982). There is an inherent tension between responsibility to others and self-development. If she chooses to lean toward an autonomous life of work, she may feel guilty about neglecting the physical and psychological well-being of others and not sustaining sufficiently the web of human interconnectedness. She may be torn between her desire for self-enhancement through work and career satisfaction and her strong sense of obligation toward others. The path the individual follows may ultimately be contingent upon whether she values affiliation more than self-enhancement.

In a study based on a closely related theme, Frank (1980) found that home-oriented women displayed a somewhat stronger communion orientation than did career-oriented women. Thus, their sense of self was defined more in the context of their relationships to their husbands, children, and others than it was in the expansion of the self through other media. In her examination of personality styles, life patterns, and moods, Frank also reported that full-time employed

women had a significantly higher agency orientation than did other women. In a recent survey, Christensen (1985) also found that women whose primary identity was that of homemaker were more likely to take "paid work" at home than to seek outside employment or pursue a career.

With the exception of a recent study by Erdwins and Mellinger (1984) and the 1980's study by Frank cited above, the relation of career status to a variety of personality variables in adult women has not been fully explored. The current study differs from Erdwins and Mellinger's study partly because it specifically considers the career patterns of young adult women and relates them to a variety of psychological needs. In addition, the present study focuses not only upon the choices women make in regard to their careers but also examines childrearing plans, a salient but previously unexplored dimension. Parenthetically, Jensen, Christensen, and Wilson (1985) have noted that women who seek full-time employment or choose a career over full-time homemaking might perceive parenting as somewhat unenjoyable and unimportant.

This study is designed to explore those personality traits which distinguish women who

plan specific patterns of dealing with career and childrearing. It will focus on what kinds of women are currently looking to different work and marriage patterns. It will investigate the degree and manner in which such a choice is influenced by those personality traits associated with male and female gender-role identity as well as look at beliefs about the role of internal and external forces in determining one's own fate.

Feminist writers have claimed that the absence of child-care centers, supportive spouses, and an encouraging business climate prevents many women from assuming full-time careers or holding full-time jobs. The present investigator believes that, whatever the effects of such environmental factors, those alone cannot explain such a pattern. She thinks that personality factors determine to a certain extent the choice one makes with regard to whether one works full-time, part-time or not at all in the course of one's life.

The present study will attempt to ascertain which personality characteristics are associated with particular types of career and childrearing choices. Specifically, it will explore the degree to which these personality variables are linked to

specific patterns of dealing with career and childrearing.

While some researchers have looked at the link between gender-role orientation and participation in the work force, personality characteristics and locus of control, none has examined how psychological needs, gender-role orientation, and locus of control combine to promote or prevent the joint roles of provider, companion, and nurturer. Therefore, this study will examine the degree to which the interactive effect of these three personality variables may lead to an important life choice - the relative commitment to career and/or childrearing roles.

CHAPTER 2

THEORETICAL AND EMPIRICAL BACKGROUND

A. The development of gender and gender-role identity

Complex processes such as imitation and identification have been explained within the psychoanalytic, social learning, and cognitive-developmental frameworks.

Freudian approaches and unconscious motivation

Freudian theory postulates that the acquisition of gender-role behavior is governed by internal motives. Freud (1924) believed that there are two motivational bases for identification with the same-sex parent: "fear of loss of love" for the girl and "fear of retaliation" for the boy. These two types of identification are the direct consequence of perceived and actual anatomical differences. Both forms of identification inspire imitative behavior.

The beginning of genital sexual awareness starts the Oedipal complex in the young boy. He takes the mother as his first love-object and sees his father as a rival. Eventually the sight of female genitals and fear of punishment by the father for his desire to possess the mother induce the boy to resolve his feelings of jealousy and rivalry. The child becomes

convinced that castration is not only possible but that, in fact, it has already been accomplished in some individuals. To appease the father and prevent an imagined attack, the boy shifts his identification from his mother to his father. Fear of castration helps him to relinquish his mother and turn toward his father. In giving up his erotic attachment to the mother and in deciding to be like the father, the boy can keep his penis. His own libidinal urges are gratified vicariously through the father. Through identification, the child takes the personality of the model as a goal. Thus the boy begins to acquire his father's characteristics and gender-role behaviors.

The girl does not fear the loss of a penis because she comes to realize that she is lacking the precious organ. Its absence indicates that she has already been deprived. This discovery initiates feelings of inferiority and she starts searching for a penis substitute. In due time she replaces the desire for a penis with a desire to have a baby with her father. To reach this end, she begins to take on her mother's characteristics and gender-role behaviors so that she may eventually become a mother. She starts to identify with female behaviors to appeal to her father and be noticed by him. Unlike the boy, the girl thus clings to her original anaclitic identification with the mother. She does not fully separate from her

and continues to fear a loss of love. This basic fear remains the girl's main motivation for adopting her mother's personality characteristics. This account is, incidentally, a simplified version of Freud's position.

Identification with the same-sex parent is seen as the means through which the child acquires complex patterns of behavior, attitudes, feelings, wishes, and standards of conduct which make-up a gender-role. Because identification is based on a strong unconscious motive, such patterns are believed to be resistant to change.

Social learning approaches and differential reinforcement

Social learning theory holds that reinforcement and modeling are responsible for gender-role acquisition (Bandura, 1977; Rotter, Chance, and Phares, 1972). Selective rewards and punishments, not identification and/or a strong emotional bond, are held accountable for gender-role typing. Through the process of differential reinforcement, successful behaviors are selected and ineffectual ones are discarded. The role of external approval or disapproval has been recognized as a critical one in the acquisition of skills, knowledge, and behavioral patterns. During socialization, gender-appropriate behaviors are likely to be rewarded and, therefore, repeated. Gender-inappropriate behaviors

are likely to be punished and, consequently, dropped from a repertory of all possible responses. Here, the individual learns by direct experience and response consequences.

Behavioral patterns need not be reinforced to be eventually displayed. A variety of behaviors can be acquired vicariously by exposure to a model who displays such responses (Bandura, 1977). Novel responses are added without their being either emitted by the subject or reinforced. The subject is more likely to adopt a modeled behavior if it results in an outcome that she values than if it has an unrewarding effect. Hence the incorporation of gender-role behaviors can spring from copying the behavior of parents, other adults, peers, and heroes in the media. Here, the individual learns by observation and imitation.

Differential reinforcement exists for boys and girls. Boys are spanked more often and handled more roughly than girls from infancy on (Frodi and Lamb, 1978; Maccoby and Jacklin, 1974; Rubin, Provenzano, and Luria, 1974). Schoolteachers treat boys and girls differently and tend to promote stereotypic responses for both sexes.

Boys are encouraged to be more independent, objective, competitive, logical, self-confident, active, and ambitious. Girls are trained to be dependent, subjective, emotional, gentle, modest, passive, and unambitious. They are prepared for the stereotypical masculine/active and feminine/passive roles (Etaugh, Collins, and Gerson, 1975; Sadker and Sadker, 1985). Early readers in school and other children's books often cultivate stereotypic occupational roles (Denmark and Waters, 1977; Jacklin and Mischel, 1973). Television confirms traditional gender roles (Feldstein and Feldstein, 1982; Frueh and McGee, 1975; Mamay and Simpson, 1981). Toys, plays, and clothing are gender typed (Fein, Johnson, Stork, and Wasserman, 1975; Kutner and Levinson, 1978; Liebert, McCall, and Hanratty, 1971; Maccoby and Jacklin, 1974; Montemayor, 1974; Ungar, 1982). Affectionate expression of emotions is differentially rewarded as well (Noller, 1978; Tauber, 1979).

Parents teach traditional gender roles by providing distinctive environments for boys and girls and most parents respond negatively to obvious forms of cross-gender behavior (Kacerguis and Adams, 1979; Rheingold and Cook, 1975). Sanctions for violating standards of maleness and femaleness may vary depending on

whether the situation elicits relative or absolute beliefs about men and women (Bussey and Perry, 1982). This differential treatment helps sustain and exaggerate the male-female dichotomy (Denmark, 1977).

Pressures to conform to gender-role stereotypes increase as children grow older. Moreover, familiar objects come to be favored and, as a result, gender-appropriate choices increase.

Cognitive-developmental approaches and conscious motivation

Unlike psychoanalytic theory which emphasizes unconscious motivation and social learning theory which underlines situational contingencies, cognitive-developmental theory stresses conscious motivation. Young children imitate same-sex models because they are motivated to uphold a competent and positive self-image and master behaviors they deem appropriate for themselves (Kohlberg, 1966, 1969). They eagerly seek out any information that will improve their sense of competence and mastery.

The sense of being a person of a given sex and full comprehension of what it means to be male

or female comes only gradually. The child starts to understand that human beings come in two sexes and that she herself is a member of one of these two subcategories. Out of this discovery arises gender identity. The child becomes aware that gender is both an obvious and an important cue. One's gender becomes a point of focus and a salient distinguishing trait early in life (Green, 1974). The youngster comes to have a stable concept of himself/herself as male or female. That is, the individual comes to accept or reject his or her genital anatomy.

Children can classify their own sex invariably and accurately by the age of two and a half (Green, 1974). Gender reassignment research suggests that gender identity is difficult to change after the age of two (Money and Ehrhardt, 1972). This finding indicates that stability of some sort is established well before the age of five or six as Kohlberg (1966) had originally thought. The emergence of a stable gender identity is the first and most important step in gender-role acquisition. The comprehension of gender constancy also plays an important role in motivating the

child to acquire gender-appropriate information and gender-typed behaviors (Kohlberg, 1966, 1969).

If the child sees that 85% of available female models perform a given response in a particular situation, and that only about 05% of male models display it, she is likely to code and organize this response in long-term memory as female appropriate or feminine (Bussey and Perry, 1982). When gender is assimilated into the self-concept or self-schema, femininity becomes connected with "me" and with self-definition. "Along with making a 'me' categorization comes the simultaneous knowledge of what is 'not me' and this is also importantly self-defining" (Crane and Markus, 1982, p. 1196). Individuals vary enormously in the content and organization of their self-schemas. Feminine sex-typed individuals, for instance, have feminine self-schemata. There is a fair amount of evidence that sex-typed people are sensitive to gender distinctions or gender-role salience (Crane and Markus, 1982; Kuiper and Rogers, 1979; Markus, 1977). Androgynous individuals seem to

be sensitive to both the instrumental and expressive aspects of the self (Markus, Crane, Bernstein, and Siladi, 1982), and they manifest readily a combination of masculine and feminine characteristics (Bem, 1974; Spence and Helmreich, 1978). The formation of male and female schemata through categorization, assimilation, and generalization leads to gender-role stereotypes.

Once the sense of gender identity emerges, the process of categorizing objects and behaviors as appropriate for one gender or another sets in. Class membership starts to be understood and the child begins to observe people of her own gender at home, on television and in various establishments to discover generalities about the behavior, values, and attitudes of such individuals (Kohlberg, 1966, 1969; Slaby and Frey, 1975; Thompson, 1975). If the youngster does not find the traditional differences at home, she looks for guidance to her friends and their families, mass media and schools. If there are gender differences anywhere, the child usually

notices and imitates them. Once a stereotype is learned, it is difficult to unlearn.

In order to maintain a competent sense of self, the child comes to value behaviors and dispositions associated with her own gender more than those associated with the other sex. As a result of this differential valuing and differential modeling, she develops an emotional attachment or identification with the same-sex parent. This bond leads to further imitative behavior and role structuring. Aside from this strong emotional tie, egocentric thought in young children also produces a preference for one's own gender and one's own gender role (Kohlberg, 1966, 1969).

As mentioned earlier, children know their own gender by the age of two and a half (Green, 1974; Money and Ehrhardt, 1972). In spontaneous free play, preschoolers tend to prefer same-sex role play (Matthews, 1981) and play somewhat different gender roles as early as the age of two (Etaugh, Collins, and Gerson, 1975). They are conscious of cultural gender-role stereotypes by the age of two and a half (Nadelman, 1974).

Gender categorizing of adjectival traits can be found very early (Kuhn, Nash, and Bruckner, 1978) and children show knowledge of gender-role stereotypes both verbally and behaviorally (Williams, Bennett, and Best, 1975; Reis and Wright, 1982). Gender stereotyping of household items can also be found in preschoolers as young as two (Thompson, 1975). They gender-categorize various toys correctly (Masters and Wilkenson, 1976) and prefer gender-appropriate toys by the age of two (Fein, Johnson, Stork, and Wasserman, 1975). They favor objects that have been labeled as gender-appropriate (Bussey and Perry, 1982; Liebert, McCall and Hanratty, 1971) and work harder on tasks labeled as gender-appropriate (Montemayor, 1974). Young children also resist attempts to reinforce them for gender-inappropriate preferences (Hartup, Moore, and Sager, 1963).

Preschoolers have stereotyped ideas about gender-appropriate occupations as well (Papalia and Tennent, 1975; Rosenthal and Chapman, 1982). When asked about their career goals, young

children tend to choose very traditional careers for their own choices and opposite-sex career choices (Zuckerman and Sayre, 1982). When they are asked to predict the behavior or preference of someone else, they often attribute female jobs to women and male jobs to men (Tremaine, Schau, and Bush, 1982). Young boys tend to reject opposite-gender behavior more than girls and to prefer masculine objects to either feminine or neutral ones (Bussey and Perry, 1982). Many girls engage in cross-gender behavior but the cost in disapproval is greater for males who engage in cross-gender role behavior than for females (Feinman, 1981; Hesselbart, 1977). While children of both genders favor interacting with same-sex peers, girls are more likely to mention friendships with boys than boys with girls (Kohlberg and Zigler, 1967).

In sum, the extent to which children imitate same-sex models is determined by motivational, emotional, and cognitive factors. Such imitation is moderated by the nature of early identification, the parents' level of authoritarian versus democratic upbringing, and the child's temperament

and zest to learn. But what is the relative influence of the various factors? How much is emotional, how much is learned, and how much is self-sought or self-taught? The answers to these questions have not yet been empirically resolved. Meanwhile, the tendency to act stereotypically has led men and women to differ psychologically in a number of ways.

B. Relation of gender role to personality traits

Imitation of gender-appropriate behavior and acceptance of class membership have encouraged a coalescence of specific traits and trends in each sex.

Traits and abilities of men

The traits of dependency and aggressiveness show notable gender differences (Barry, Bacon, and Child, 1957; Dowling, 1981; Garcia, 1982; Garai and Scheinfeld, 1968; Lambert, Yackley, and Hein, 1971; Lewis, 1972; Lippa, 1978; Maccoby and Jacklin, 1974; Reis and Wright, 1982; Spence, Helmreich, and Stapp, 1975). Boys are physically more aggressive, tend to be more resistant and challenging toward their parents, and attempt to establish dominance over others (Albrecht, Bahr, and Chadwick, 1977; Brannon, 1976; Garai and Scheinfeld,

1968; Hamburg and Lund, 1966; Masters and Wilkenson, 1976; Mussen, 1962). Aggressive behavior is accepted and often admired in boys, whereas girls are not taught to fight (Lewis, 1972). Men do engage in more violent and antisocial acts, commit more crimes, and get into more brawls and battles (Maccoby and Jacklin, 1974; Check and Malamuth, 1983). Aggressively virile behavior is regarded as "masculine" whereas dainty, submissive behavior is regarded as "feminine". Men are supposed to be selectively aggressive with regard to sex and personal defense, are expected to be masters of their emotions, and suppress any sign of fear or anxiety (Blumstein and Schwartz, 1985; Burt, 1980; Kagan, 1969; Lewis, 1972; Malamuth and Check, 1981 and 1983; Mussen, 1961 and 1962). Even though a genetic and hormonal relationship between maleness and aggressiveness, and femaleness and nurturance has been suggested, many of these sex differences in human behavior probably reflect the expectations and the dictates of society (Hamburg and Lund, 1966; Money and Ehrhardt, 1972). Mothers put up with more insolence from boys, for instance (Lambert, Yackley, and Hein, 1971).

Traits and abilities of women

Girls tend to avoid conflicts during social play, have a more cooperative relationship with their parents,

display greater conformity than boys, are more nurturant, and manifest greater dependency and social passivity (Barry, Bacon, and Child, 1957; Garai and Scheinfeld, 1968; Lewis, 1972; Reis and Wright, 1982). Little girls are encouraged to be neat and clean, to play quietly, and to behave in a "feminine" way (Lewis, 1972). They are usually rewarded for being neat, polite, quiet, compliant, and are often punished for aggressive acts (Bandura, 1965). Parents support active play in boys but they tend to withdraw support from girls who play too actively (Tauber, 1979). Teachers also encourage boys to dominate girls in the classroom, even though these teachers are usually women (Baumrind, 1972). They expect girls to be quieter and less aggressive in the classroom than boys, and to engage in much less physical activity (Howe, 1971; Sadker and Sadker, 1985). Assertive behavior is thus reinforced in boys and suppressed in girls. Overall, women continue to be idealized as nonaggressive and noncompetitive as well as empathic and sensitive (Deaux and Lewis, 1984). Warmth and expressiveness are supposed to be more characteristic of women than men, and competence and rationality are believed to be more characteristic of men than women (Deaux and Lewis, 1984; Spence and Helmreich, 1978). In most cultures, of course, dutifulness, nurturance and obedience

training are reserved for girls while self-reliance and achievement training are reserved for boys (Barry, Bacon, and Child, 1957).

Dependency appears to be a life-long stable characteristic in many women (Dowling, 1981). This cardinal trait represents a deep wish to be taken care of by others (Allport, 1961). Those who have dependency needs tend to seek attention constantly, resist separation, withdraw from stress, cling and remain close to others (Maccoby, 1980). This personality streak promotes social passivity and conformity instead of enhancing self-reliance and independence strivings. Moreover, dependency begets helplessness (Baucom, 1983; Baucom and Danker-Brown, 1979; Dweck, Goetz, and Strauss, 1980; Zuroff, 1980).

While more recent studies have found that women conform more to group pressure, seem to be more concerned with and interested in people, are better at interpreting other people's emotions, and show greater empathy and self-revelation (Benson, 1984; Del Boca and Ashmore, 1980; McGuinness and Pribam, 1979), other investigations have stressed that there is no support for the stereotypes that women are more dependent, socially oriented or helpful than men (Davidson, 1981; Deaux, 1976; Frodi, Macaulay, and Thome, 1977; Tavris and Offir, 1977). However, they do fit the

stereotype of being more anxious (Atkinson and Birch, 1978; Canavan-Gumpert, Garner, and Gumpert, 1978; Gulas, McClanahan, and Poetter, 1975; Krasnoff, 1981; Sarason, 1960; Speltz and Bernstein, 1976). Females of all ages exhibit higher levels of anxiety. High anxiety is typically related to low self-esteem (Sarason, 1960). Low self-esteem leads to low self-investment and low achievement motivation (Coopersmith, 1967; Weiner, 1980), engenders feelings of worthlessness, helplessness and doubt (Canavan-Gumpert, Garner, and Gumpert, 1978; Coopersmith, 1967; Erikson, 1965), and promotes the tendency to assume a societally prescribed role (Kagan, 1968; Maccoby, 1980). Anxiety undermines self-confidence and promotes self-deprecatory attitudes (Instone, Major, and Bunker, 1983; Sarason, 1960; Whitley, 1983). Fear of failure is also a major characteristic of people who are high in anxiety (Atkinson and Birch, 1978).

Women's traits and abilities are generally regarded as inferior to men's (Bem, 1974; Broverman, Vogel, Broverman, Clarkson, and Rosenkrantz, 1972). The average woman is seen as passive, dependent, quiet, gentle, and less intelligent. The average man is seen as active, aggressive, independent, neither quiet nor gentle, intelligent, and superior to the average woman (Davis, Williams, and Best, 1982; Freimuth and

Hornstein, 1982; Garcia, 1982; Lippa, 1978; Storms, Stivers, Lambers, and Hill, 1981).

Factor analysis and multidimensional scaling methods reveal a hard/male versus soft/female distinction (Ashmore and Tumia, 1980). Adjectival and behavioral traits implying hardness are consistently assigned to males while soft traits are consistently attributed to females. The male is believed to be more scientific, intelligent, serious, dominant, aggressive, less emotional, more self-confident, skilled in business, acts as a leader, is able to separate feelings from ideas, and is less excitable in a minor crisis. The female is believed to have a stronger need for security, is less likely to use harsh language, less worldly, less direct, less adventurous, less tough, less comfortable about being aggressive, less self-controlled and less firm (Del Boca and Ashmore, 1980; Skelly, 1984). The female cluster comprises "good social and bad intellectual" traits whereas the male cluster shows "good intellectual and bad social" traits. Thus, as cited earlier, warmth and expressiveness characterize women's qualities whereas competence and rationality characterize men's attributes (Deaux and Lewis, 1984).

It should be noted that both masculine/active

and feminine/passive roles, and masculine/emotional inexpressiveness and feminine/emotional expressiveness stereotypes are alive and well (Davidson, 1981; Skelly, 1984). Both sexes claim an internal desire to change but they feel reciprocal pressures to behave in traditional ways. Despite the pattern of increased cross-sex typing, both sexes agree that it is typical and desirable for a man to be more "masculine" than a woman, and for a woman to be more "feminine" than a man (Gilbert, Deutsch, and Strahan, 1978).

Gender-role stereotypes have encouraged belief in the traits that the male or the female is expected to possess. In most cultures, these differences are used to define masculinity and femininity.

C. Confusion and ambivalence about changing roles

Although many people tend to believe that gender roles and gender-role stereotypes are changing, some of the changes may be more superficial than real. It is still, on the whole, the woman who is the primary caretaker of the children and retains responsibility for most domestic chores (Atkinson and Huston, 1984; Chodorow, 1978; Moore and Sawhill, 1984; Stein, 1984; Zaslow and Pedersen, 1981). Even in social groups that seem quite emancipated from traditional gender-role notions, many gender-linked behavioral

rules exist. These rules are subtle and pervasive (Damond, 1977). The average man continues to behave somewhat differently from the average woman. Wherever they are and whatever occupation they have, women are expected to be gentler and men more assertive. Men continue to have high-status positions, exercise primary decision-making and political power, and tend to be dominant at interpersonal levels (Atkinson and Huston, 1984; Davis, 1978; Pleck, 1978; Rosaldo, 1974; Stein, 1984).

Men's conflicts

The individual's tendency to think and act stereotypically may be so strong that it is immune to changing. There are many men, for instance, who talk in a liberal, nonsexist way but behave and think in a very stereotyped, sexist manner (Tavris, 1973). According to Komarovsky (1973), the majority of college men are a study in contradictions. They endorse the idea of working wives, but they add that a wife's career must not rival her husband's or interfere with the smooth functioning of the home. They approve of women entering the professions, but disapprove of aggressive and ambitious students. Many young men are struggling with the transitional roles of the sexes (Gelman, 1978). Many support most feminist goals as a matter of simple justice, but many still have traditional

ideas about male prerogatives. Quite a few are convinced that they should continue to have the upper hand. Liberal men are experiencing difficulty putting their pro-feminist beliefs into action. Men with liberal attitudes behave often in quite traditional ways (Davidson, 1981; Foster, Wallston, and Berger, 1980; Gackenbach and Auerbach, 1975; Goodman, 1984; Kaley, 1971; Norman, 1984; Stein, 1984).

Women's conflicts

Women are confused and ambivalent too. They vary widely in their views of what women are like or should be like. Some college women have very traditional ideas about the nature of women while others have more liberal ideas (Canter, 1979; Parelius, 1975; Pleck, 1978; Smith and Self, 1981; Smith-Lovin and Tickamyer, 1978; Wicks and Workman, 1978). Women with liberal attitudes about women have higher educational and career aspirations than women with traditional attitudes about women (Ellis and Bentler, 1973; Margolick, 1984; O'Leary and Hammack, 1975; Peplau, 1976). The latter are less interested in a career and, while they sometimes rate themselves lower on intelligence than liberal women, they give themselves better grades as desirable marriage partners (Parelius, 1975; Peplau, 1976). Those who subscribe to traditional norms are less likely to be or plan to

be employed outside the home (Alper, 1973; Erdwins and Mellinger, 1984; Smith-Lovin and Tickamyer, 1978; Waite and Stolzenberg, 1976).

Legal and economic advances have extended the range of roles permissible for men and women. Yet, traditional gender-role standards persist. Traditionalist women often support egalitarianism in the labor market and political arena, but they are reluctant to alter existing norms concerning relations with men and notions of domestic roles (Canter, 1979; Smith and Self, 1981). They prefer to live through another person in a marital dyad (Cartwright, Lloyd, Nelson, and Bass, 1983). Pleck (1978, p. 633) notes that "One could argue that men's attitudes are the major block to change in women's role because men control resources women need in order to change, and because men are a reference group for women. Alternatively, it could be argued that women's own traditional attitudes constitute the major barrier to change in women". Many women are more strongly committed to the principles of sexual equality than they are to incorporating these principles into their own lives (Parelius, 1975). While some women hold flexible gender-role notions and feel they have countless opportunities (Margolick, 1984), others continue to hold traditional gender-role conceptions

(Canter, 1979). Many women continue to follow traditional patterns by choice rather than by social dictate.

These findings indicate that the dramatic shift in women's economic activities has not totally transformed the norms governing the appropriate roles of men and women, and has not eliminated the desires of fulfilling the roles of homemaker, mother, and community participant. Commitment to marriage and motherhood remains strong. The vast majority of women give love, marriage and family priority over career (Canter, 1979; Keniston and Keniston, 1964). Few would give up marriage or motherhood for career success (Abeel, 1984; Artson, 1978; Davidson, 1984; Parelus, 1975). Those who are family-oriented are more likely to pursue achievement through mate selection, marriage, and family building (Elder and MacInnis, 1983; Hoffman, 1975).

Of course, the role of a single person is not that enviable. Single women are still stereotyped as old maids who have been rejected as marital partners, are sexually frustrated and barren, and are continuously looking for a husband (Stolk and Brotherton, 1981). Women who never had children are often characterized as "lonely, bored, guilty, unfulfilled, and unhappy" (Franzwa, 1975, p. 50). There is a pervasive belief that a woman's true fulfillment comes only with the bearing and raising of children (Erikson, 1965).

Women who do not have children early in their marriages are pitied for their incomplete lives (Hartley, 1972). There is an aversion to childlessness and even single-child families (Blake, 1975).

The role of housewife-mother has quite a lot of prestige (Dworkin, 1981; Nilson, 1976), and many women find deep fulfillment in the role of homemaker (Wright, 1978). The role of housewife-mother is validated extensively (Chodorow, 1978; Franzwa, 1975; Mamay and Simpson, 1981; Nilson, 1978; Russo, 1976). Thus most women still want to get married and have children but some also wish to participate in the world beyond the home.

But role overload is a common plight of young women who attempt to combine work, marriage, and family roles. Role conflicts are greater for those who combine work and family than for those who are housewives only (Hall and Gordon, 1973; Hardesty and Betz, 1980). The employed mother must be a provider, a nurturer, and a companion. She must satisfy multiple sets of expectations simultaneously (Nevill and Damico, 1975a, 1975b), and her multiple roles are likely to be salient simultaneously (Hall, 1972). When competing roles are added to an individual's role repertoire, the potential for role conflict mounts

(Beutell and Greenhaus, 1983; Herman and Gyllstrom, 1977). The life of the employed mother is more pressured, more hectic, and more conflict-ridden than the life of the full-time housewife.

Aside from time pressures, women also experience a conflict of allegiance. Coser and Rokoff (1971, p. 535) noted that "Professional women are expected to be committed to their work 'just like men' at the same time as they are normatively required to give priority to their family". Even when their career training is similar, they expect less of themselves in quantity and sustained quality with regard to performance. They continue to be more absorbed in their family lives than their husbands (Bohen and Viveros-Long, 1984). If a choice has to be made between work and family obligations, the maternal role often takes precedence (Schwartz, 1980). This choice implies that family life is clearly more important than work life (Nieva and Gutek, 1982). Most mothers with young children prefer part-time employment (Schwartz, 1980), and most women are not prepared to give up primary responsibility for childcare (Andrisani and Shapiro, 1978; Foster, Wallston, and Berger, 1980; Harris, 1984).

Thus mothers face a choice between the traditional role of full-time care giver and the nontraditional

role of combining care giving and employment. The decision process about whether or how to combine care giving and employment remains a source of substantial conflict and anxiety (Alpert and Richardson, 1978; Artson, 1978; Davidson, 1984; Hardesty and Betz, 1980; Harris, 1984; Hoffman and Nye, 1974; Mason and Bumpass, 1975; Moore and Sawhill, 1984; Pleck, 1977; Plunkett, 1980; Schwartz, 1980; Smith-Lovin and Tickamyer, 1978; Spain, 1985; Spitze, 1978; Voydanoff, 1980). Most mothers are deeply concerned about the emotional well-being of their children. The majority of women continue to fear the negative effects of maternal employment on the welfare of children. They will be asked and often wonder themselves whether their absences are damaging to their youngsters. They not only face difficulties in arranging for substitute care but also feel guilty about their offspring. To add to their burden, they often feel guilty as well about depriving their husbands of optimal attention.

Moreover, in spite of employment outside the home and regardless of their employment situation, most married women continue to spend a large amount of time on household tasks in comparison to their husbands (Andrisani and Shapiro, 1978; Atkinson and Huston, 1984; Beckman and Houser, 1979; Beutell and

Greenhaus, 1983; Moore and Sawhill, 1984; Russo and Denmark, 1984; Schwartz, 1980; Spar, 1977; Stein, 1984; Sweet, 1973). Many men are unwilling to participate in childrearing and housework activities.

Considering that women are educated in two directions at once, they are bound to be in conflict as to what and who they are. They receive the same education as men do in professional fields and business activities, but they are expected to marry, have children, and take care of them (Thompson, 1964). Women are thus caught in a web of contradictory forces. Will they continue to expand their sphere of activities or will they find new meaning and significance in their traditional roles? Confusion and ambivalence are likely to be prevalent.

D. Differences in locus of control beliefs

Locus of control is also a relevant variable. Individuals have differing attitudinal orientations towards locus of control beliefs. Associated with such differences are variations in cognitive functioning as well as in behavioral and emotional factors.

Attitudinal orientation

There are consistent differences among normal individuals with respect to their sense of control over their lives. Some feel that they are helpless

while others feel that they have power to determine what happens to them. The first group are said to have an "external" locus of control, the second group an "internal" locus (Rotter, 1966, 1978). Internals are more active, alert, or directive in attempting to control and manipulate their environments than are externals. Internals believe that hard work, effort, skill and ability are the important determinants of success in life. Externals believe that success stems from luck, chance or capricious fate. Those beliefs do not only reflect the motivational and directional trends of the individual, they also reveal an enduring attitude toward life (Lefcourt, 1982). Internals think they are the makers of their own fate, while externals think they are helpless pawns.

Cognitive functioning

Aside from these differences in generalized expectancy, there are also differences in cognitive activity. Internals are perceptually more sensitive. They are quicker at noting changes in the conditions about them and are quicker to respond to their perceptions (DuCette and Wolk, 1973; Lefcourt, Gronnerud, and McDonald, 1973). Internals are more active seekers and efficient utilizers of information, are quicker at extracting cues, are more inquisitive, more curious,

recall information better and use it more efficiently (Davis and Phares, 1967; DuCette and Wolk, 1973; Phares, 1968; Seeman, 1963; Seeman and Evans, 1962; Wolk and DuCette, 1974). They also make more observations, devote more attention to details, and take more time to deliberate about their decisions (Julian and Katz, 1968; Lefcourt, Lewis, and Silverman, 1968; Lefcourt and Wine, 1969; Rotter and Mulry, 1965). They have higher creative efficiency and are altogether more adept at evaluating the information at hand in the environment (Brecher and Denmark, 1969; DuCette, Wolk, and Friedman, 1972; Wolk and DuCette, 1974). Whether the focus has been on attention, deliberation, inquisitiveness, or utilization of information, internals have shown more active attentional processes, more intensive and efficient structuring of environmental stimuli, and more extensive use of all potential sources of information (Lefcourt, 1982).

Externals are less efficient processors of information, are less perceptive and less ready to learn about their surroundings. They accept more readily dependency on more competent others and thus have less need of information (Lefcourt, 1982). Externals are less active and alert individuals. They show a lack of responsiveness to certain environmental cues

and feedback, and often do not make full use of their attentional system until stimuli are made more salient or prominent. Subtle environmental cues are missed and perceived cues are utilized less well (Dollinger and Taub, 1977; Gregory, Chartier, and Wright, 1979; Gregory and Nelson, 1978; Taub and Dollinger, 1975). This inattention is non-adaptive.

Behavioral and emotional factors

Externals tend to feel they are powerless to influence day-to-day events (Parkes, 1984), and tend to believe they are ineffective and powerless to obtain desired outcomes. Consequently, they are less resilient and show decreased persistence, disrupted performance, and avoidance of distressful tasks and situations (Abramson, Seligman, and Teasdale, 1978; Burger and Arkin, 1980; Dweck, Goetz, and Strauss, 1980; Pittman and Pittman, 1979; Topol and Reznikoff, 1982; Zuroff, 1980). These manifestations stem from dependency needs as well as fatalism and a sense of powerlessness (Geist and Borecki, 1982; Joe, Miller, and Joe, 1979; Sadowski and Wenzel, 1982; Wright and Pihl, 1981). Externals tend to use fewer problem-solving coping methods and more emotion-directed coping devices such as withdrawal, hostility, depression, and so forth (Anderson,

1977; Tanck and Robbins, 1979). They are altogether less well-prepared to cope with stressful situations and are likely to experience greater stress.

Internals have better coping strategies to manage everyday problems and tensions. They use more task-centered behaviors and fewer emotion-centered responses (Anderson, 1977; Tanck and Robbins, 1979). Internals display a wider range of strategies to deal with diverse circumstances, and engage in challenges more readily because of the tendency not to take defeat as final (Anderson, 1977; Johnson and Sarason, 1978; Kyriacou and Sutcliffe, 1979; Lefcourt, 1982; Lefcourt, Miller, Ware, and Sherk, 1981; Lester, 1982). Those who struggle vigorously to master difficult or stressful situations exhibit consistent resilience and resourcefulness.

Internals tend to attain greater academic achievement, express less anxiety, and have higher levels of aspiration (Bar-Tal and Bar-Zohar, 1977; Bar-Tal, Kfir, Bar-Zohar, and Chen, 1980; Cooper, Burger, and Good, 1981; Faustman and Mathews, 1980; Findley and Cooper, 1983; Kanoy, Johnson, and Kanoy, 1980; Reid and Croucher, 1980; Rupp and Nowicki, 1978). In contrast, college students with an external locus of control orientation tend to be inefficient,

disorganized, and harassed (Koenig, 1979).

Externals are less willing to take responsibility for their own opinions and actions. Circumstances or others can be blamed. They delude themselves into thinking that someone or something is responsible instead of themselves (Lefcourt, 1982; Lloyd and Chang, 1979; Phares, Wilson, and Klyver, 1971; Roll and Roll, 1979; Rotter, 1966, Wright, Holman, Steele, and Silverstein, 1980). Thus, they are less resistant to the dictates and persuasions of others (Cox, 1980; Kelman and Lawrence, 1972; Larsen, Triplett, Brant, and Langenberg, 1979; Lefcourt, 1982; Propst, 1979; Ritchie and Phares, 1969; Ryckman, Rodda, and Sherman, 1972). An external orientation creates "learned helplessness" which, in turn, contributes to a willingness to conform and obey.

With regard to gender differences, it has been found that women tend to be more external than men (Lefcourt, 1982; McGinnies, Nordholm, Ward, and Bhanthumnavin, 1974; Rotter, 1966). This finding may reflect the perceived opportunities of the sexes. An external orientation is part of the female gender-role stereotype while an internal orientation is congruent with the male gender-role stereotype (Gonzalez and Williams, 1981; Nowicki, 1982). The

man's role is likely to be one emphasizing striving, mastery, problem-solving, competition, and autonomy. The woman's role is likely to be one promoting passivity, dependency, and obedience. Such a role inhibits assertive and achievant behavior (Cooper, Burger, and Good, 1981; Nowicki, 1982; Nowicki and Duke, 1978; Stipek and Hoffman, 1980; Strickland and Haley, 1980).

Concurrently, overprotectiveness and restrictiveness encourage a belief that reinforcements are externally controlled (Barling, 1982; Baumrind, 1966; Chance, 1972; Chandler, Wolf, Cook, and Dugovics, 1980; Johnson and Kilmann, 1975; Levenson, 1973; MacDonald, 1971; Tennis, 1977; Wichern, Gordon, and Nowicki, 1981). Both trends heighten dependency needs, high anxiety, low self-esteem, low achievement motivation, helplessness, doubt, and fear of success (Canavan-Gumpert, Garner, and Gumpert, 1978; Duke and Nowicki, 1974; Dweck, Goetz, and Strauss, 1980; Lefcourt, 1982). According to Erikson (1965), overprotectiveness and restrictiveness hinder the development of trust, autonomy, initiative, and other adaptive skills.

Exploring the link between interpersonal trust and locus of control, Hamsher, Geller, and Rotter (1968)

discovered that internals ranked higher in interpersonal trust. Likewise, Lombardo and Berzonsky (1975) found that externals across genders were generally more anxious, and Joe (1971) pinpointed that internals had greater social-emotional stability. Using Erikson's psychosocial stages as the criteria, Baldo, Harris, and Crandall (1975) found that external control was associated with less successful development through such stages as trust versus mistrust, initiative versus guilt, industry versus inferiority, and identity versus identity diffusion.

In an investigation determining the extent to which personality characteristics could predict whether an individual would be correctly classified as having internal or external locus of control, Bledsoe and Baber (1978) and Bledsoe (1979) revealed that internal women had greater will power, were more trusting, more imaginative, more sophisticated, more relaxed, more sociable, and more warmhearted. They also had greater superego strength, confidence, and ego strength. External women had less will power, were more suspicious, more practical, more naive, more anxious, more shy, less warmhearted, more reserved, more apprehensive, and more easily upset. They were more likely to be excitable and

insecure. In a similar study exploring the relationship between internality/externality and personality attributes, Szmigielska (1980) found that internal women were socially better adjusted, better able to cooperate, had higher persuasive abilities, and were more responsible and independent in their activities. Examining the link between job proficiency, employability, training satisfaction and locus of control, Tseng (1970) pinpointed that internals of both genders were more intelligent, conscientious, relaxed, and self-reliant. These studies suggest the importance of locus of control for some career-related behaviors but they do not in themselves examine the relation between locus of control and a variety of career, marriage, and childrearing patterns.

E. Variations in patterns of career and childrearing

One pattern centers around devoting a certain portion of life exclusively to childbearing and childrearing. A woman may either drop out of her professional life or postpone professional education or a career in order to be a full-time wife and mother. In this way, she fulfills the obligations and obtains the emotional rewards of the traditional gender role for a period of her life. On the negative side, however, she may fall behind in her professional

development and advancement and, in many instances, settles for a line of work in which her talents and aspirations are unfulfilled. This pattern may be called sequential career and childrearing. The period devoted to childrearing may range from a few years to well over a decade, depending on a number of factors including the size of family, economic necessity, as well as the age of the youngest child at which the mother feels comfortable in returning to work.

A second pattern, and one which is becoming more common, can be termed integrated career and child-rearing. In this pattern, the woman leaves her professional career only as long as required by her pregnancy and for the initial few months of her infant's life. This pattern enables her to continue largely uninterrupted in her professional life. At the same time, it is a pattern which places many psychological demands upon the woman who chooses it and, in most cases, requires the active support and cooperation of her spouse as well as social support systems such as readily available childcare and other family members who are willing to be of assistance.

In addition, there are the patterns of choosing a career only, without children, or marriage and childrearing only, without a career. Either choice

carries its rewards and penalties. When her children are grown up, the married woman without a career may end feeling apologetic and unimportant. In forfeiting the joy of motherhood, the career woman may eventually come to feel empty and may also end feeling as apologetic and unimportant as her female counterpart. One often finds each type envying the other.

There has been an increase of women in the work force as early as World War II. This development first represented an addition to the traditional female role, but with the onset of the Feminists' movement, an increasingly large percentage of women has put a growing emphasis on career. While some women have welcomed this occurrence, others have rejected it. For the last 15 years women have had a greater opportunity to choose one of the above patterns. However, it is not clear now what patterns contemporary women will adopt. Therefore, the author is examining this issue.

Meanwhile, figures from the U.S. Department of Labor's Bureau of Labor Statistics (August 16, 1985; September 19, 1985) indicate that out of a total of 93,455,000 women in the noninstitutional population, 59.1 percent of the female population 16 years and over worked in the civilian labor force. Among those who were holding full-time jobs in 1984, 54.6 percent

worked all year round while others worked part of the year. For example, 4.6 percent were employed seven to nine months, 4.6 percent three to six months, and 4 percent one week to three months. Among those who held part-time jobs in the same year, 16.2 percent worked the entire year while others worked part of the year. Namely, 3.9 percent were employed seven to nine months, 5.5 percent three to six months, and 6.8 percent one week to three months. The initial percentage of 59.1 seems impressive at first glance but is somewhat misleading because it includes not only those who worked full-time and part-time but also those who worked only part of the year as well as throughout the year.

With regard to the group of women the author intends to study, out of 20,899,000 aged 25 to 34, 70 percent of these women were employed or looked for a job in August, 1985. Specifically, 13,465,000 were working and 1,165,000 were presently unemployed and looking for a job. Among those who were not in the civilian labor force, 5,313,000 were keeping house, 171,000 were going to school, 45,000 were unable to work, and 740,000 were not working for other reasons (Peterson Green and Epstein, 1985). A breakdown on full-time and part-time employment is not available for that age group.

When one focuses on race, one finds that out of an initial population of 17,439,000 white women of that age range, 70 percent were employed or looked for a job. For instance, 11,391,000 worked while 820,000 looked for jobs. Among those who were not in the work force, 4,496,000 were keeping house, 127,000 were going to school, 33,000 were unable to work, and 573,000 were not working for other reasons. Out of 2,700,000 black women of the same age, 70.7 percent were employed or unemployed. Namely, 1,608,000 were working and 302,000 were presently unemployed and looking for a job. Among those who were not in the labor force, 620,000 were keeping house, 27,000 were going to school, 10,000 were unable to work, and 134,000 were not working for other reasons (Peterson Green and Epstein, 1985).

With respect to marital status, out of 50,077,000 wives 16 years and over, 52.9 percent were employed or temporarily unemployed. More specifically, 24,968,000 were working and 1,504,000 were looking for jobs in August, 1985. Among those who were not in the civilian labor force, 19,741,000 were keeping house, 127,000

were going to school, 267,000 were unable to work, and 3,470,000 were not working for other reasons. Among women 16 years and over who maintained families, 61.3 percent were employed or looked for a job. For instance, 5,547,000 were working and 704,000 were seeking jobs. Of those who were not in the work force, 2,896,000 were keeping house, 58,000 were going to school, 135,000 were unable to work, and 850,000 were not employed for other reasons (Peterson Green and Epstein, 1985). The above statistics do not offer specifics by age brackets nor do they provide a breakdown on full-time and part-time employment.

Among these labor force participants, many were mothers with dependent children at home. Out of a total of 32,295,000 mothers of all ages whose children's age ranged from a few months to 17 year old, 62.1 percent were in the civilian labor force. Of those, 71.3 percent held full-time jobs, 28.7 percent had part-time employment, and 8.7 percent were presently unemployed in March, 1985. Among those whose children were between the age of 6 and 17, 69.9 percent worked or looked for a job. Within that

group, 73.4 percent worked full-time, 26.6 percent worked part-time, and 7.1 percent were unemployed. Among those who fulfilled the dual roles of mother and wage earner and whose children were under the age of 6, 53.5 percent were working or looked for jobs. More specifically, 68.2 percent had full-time work, 31.8 percent had part-time occupations, and 10.9 percent were presently unemployed. Among those who had children under 3 years old, 49.5 percent were employed or sought jobs. Within this group, 67.0 percent were employed full-time, 33 percent were working part-time, and 11.1 percent were temporarily out of work (U.S. Department of Labor's Bureau of Labor Statistics, September 19, 1985). No breakdown was provided by age brackets.

It was noted that "black mothers continue to be more likely than white mothers to be in the labor force, but the gap has narrowed sharply. There is practically no difference between the labor force participation rates of black or white mothers with children 6 to 17 years old and only a 5 percentage-point difference between the rates of those with preschoolers...

The participation rates for Hispanic mothers remained well below those of whites and blacks" (U.S. Department of Labor's News, September 19, 1985, p. 1). For example, among those who had children under the age of 6, 52.8 percent white mothers and 57.6 percent black mothers were employed as opposed to 44.2 percent Hispanic mothers.

F. Hypotheses

Even though all women are affected by gender-role stereotypes, there is a good deal of variation in the degree to which individual women appropriate stereotypical roles into their behavior. Some factors affecting the degree of adherence to gender-role stereotypes include the nature of early identification, the press of environmental reinforcement, attitudes and beliefs, sense of control over one's life, genetic and temperamental influences, and psychological needs.

The above review of the literature has shown that women who refuse traditional gender-role prescriptions are likely to be more job-oriented, self-confident and assertive. Those who remain influenced by traditional beliefs

are likely to differ radically in their psychological make-up. People orientedness, dependency and deference should emerge in that group. The author's own pilot study (Low-Beer, 1982) revealed that those who held flexible gender-role notions and who expected to or were already combining work and family responsibilities scored higher on achievement, endurance, and cognitive structure, while those who subscribed to more traditional patterns and felt unequal to the task of combining work and family duties scored higher on abasement, succorance, and harmavoidance.

Hypothesis 1.

Therefore, it is hypothesized that women who choose either career only or integrated career and childrearing patterns will be higher on a) achievement, autonomy, dominance and endurance than other women, b) will have a more internal locus of control, and c) will not adhere as much to traditional male and female roles.

Hypothesis 2.

It is further anticipated that women who choose a career-only pattern will be highest on achievement, autonomy and masculinity while those who prefer an integrated-career-and-childrearing

pattern will be highest on endurance, androgyny and internal locus of control. The latter are expected to be more internal because they exert control over more aspects of their lives simultaneously.

Hypothesis 3.

In contrast, women who choose either marriage only or sequential career and childrearing patterns will be higher on a) abasement, affiliation, nurturance, and succorance than other women, b) will have a more external locus of control, and c) will adhere more strongly to traditional male and female roles.

Hypothesis 4.

It is further expected that women who choose a marriage-only pattern will be highest on abasement, nurturance and femininity while those who prefer a sequential-career-and-childrearing pattern will be highest on succorance and external locus of control. It is also assumed that the latter will be intermediate on femininity and masculinity in comparison to the marriage-only and career-only groups.

Hypothesis 5.

Keeping in mind Gilligan's (1982) theory of concern for self versus concern for others, it is also expected that in response to open-ended questions #21, 36, 38, 39, 43, 44, and 54 in the Work and Marriage Plans

Questionnaire and in the interview questions formulated by Frank (1980) women who choose a career-only pattern will be more self-oriented than other-oriented. They will be more concerned with their own wants and needs than the wants and needs of others. Specifically, they will express concern about their own career-related goals, show greater concern for self-development than concern for the well-being of close relationships, and will not feel responsible for the needs of others.

Hypothesis 6.

Women who choose a marriage-only pattern will be more other-oriented than self-oriented. They will be more concerned with the wants and needs of others than their own wants and needs. Specifically, they will show concern for the physical and psychological well-being of others, value interpersonal relationships, display a strong sense of obligation toward others, and feel responsible for the needs of others.

Hypothesis 7.

Women who choose an integrated-career-and-childrearing pattern will show both concern for self and others. However, they will not be as responsive to the needs of others as they will be to their own needs. When faced with conflicting responsibilities, namely responsibility to self versus responsibility

to others, a responsiveness to others will not impede a recognition of self. Specifically, the physical and psychological well-being of others will not be as central as the need for self-exploration and self-development. Career-oriented goals will be somewhat more important than a sense of obligation to others.

Hypothesis 8.

Women who choose a sequential-career-and-childrearing pattern will show both concern for self and others. But unlike the latter group, they will be more responsive to the needs of others than they will be to their own needs. Specifically, the physical and psychological well-being of others will be more important than self-development. However, when faced with the need to take care of others and the need to take care of the self, they will show ambivalence about both self-development and self-abnegation. They will experience discomfort between wanting something for themselves and feeling responsible for the needs of others. Their career goals and sense of obligation to others will not be clearly defined.

Hypothesis 9.

In response to open-ended questions #6 and 7 in the Employed version of Frank's (1980) questionnaire

and #3 and 4 in the Nonemployed version, it is hypothesized that those who choose a career-only pattern will mention the costs more than the rewards of parenting.

Hypothesis 10.

Unlike the above group, those who choose a marriage-only pattern will mention the rewards more than the costs of parenting.

Hypothesis 11.

Those who choose an integrated-career-and-childrearing pattern will mention both the costs and rewards of parenting, but will emphasize the costs somewhat more than the rewards.

Hypothesis 12.

Those who choose a sequential-career-and-childrearing pattern will mention both the costs and rewards of parenting, but will emphasize the rewards somewhat more than the costs.

In addition to testing the above hypotheses, the patterns of psychological needs in each of the four groups will be explored. Jackson's (1974) PRF scores will be used as indicators of psychological needs. Moreover, the participants' responses to specified open-ended questions in the Work and Marriage Plans Questionnaire as well as those formulated by Frank (1980) in her interview

questionnaire will be examined to determine their areas of concerns and their plans in regard to work and family life. A content analysis will be carried out. In this analysis, Gilligan's (1982) theory of concern for self versus concern for others will be kept in mind and used to categorize those plans, concerns, and/or expectations. Thus, the groups will be compared in the areas of psychological needs as well as personal plans and/or concerns.

CHAPTER 3

RESEARCH METHODS

Participants

Two hundred seventy-four undergraduate and graduate women between the age of 25 and 34 were solicited from introductory and advanced psychology classes at Cleveland State University. From the initial pool of 274 subjects, 12 did not return the envelopes containing the research material, 7 did not fully complete their questionnaires and had to be disregarded, and 2 were not included as a result of the fact that they were engaged in a homosexual relationship. The non-respondents and those who did not complete their questionnaires did not significantly differ from the others in any of the demographic variables under consideration.

Although the investigator had requested that the volunteers be between the age of 25 and 34, it turned out that 8.30% were below and 7.51% were above that limit. None were below 23 or above 35 years of age. Since their age was so close to those in question, they were not removed from the sample. The average age of the participants was 28.60 years. The overall age distribution can be found in Table 2. Moreover, a summary of the descriptive data is shown in Table 1.

Table 1
Summary of Descriptive Data

Variable	Category	n	%
Sex	Female	253	100.00
Age	23-24	21	08.30
	25-26	69	27.27
	27-28	47	18.58
	29-30	39	15.42
	31-32	34	13.44
	33-34 35-36	24 19	09.48 07.51
Marital Status	Single	104	41.11
	Married	116	45.85
	Separated or Divorced	32	12.65
	Widowed	1	00.39
Race	White	235	92.89
	Black	13	05.14
	Oriental	3	01.18
	Latin American	2	00.79
Participant's Current Number of Children	0	156	61.66
	1	30	11.86
	2	49	19.37
	3	13	05.14
	4	3	01.18
	5	2	00.79

Table 1 (Continued)

Summary of Descriptive Data

Variable	Category	n	%
Participant's Aspired Number of Children	0	31	12.25
	1	15	05.94
	2	101	39.92
	3	65	25.69
	4	30	11.86
	5	8	03.16
	Not indicated	3	01.18
Participant's Current Education Level	Freshman	104	41.11
	Sophomore	21	08.30
	Junior	44	17.39
	Senior	50	19.76
	Some Graduate School	23	09.09
	Master's Degree	11	04.35
	Doctorate or Professional Degree	0	00.00
Participant's Aspired Education Level	Bachelor's Degree	109	43.08
	Master's Degree	85	33.60
	Doctorate or Professional Degree	59	23.32
College Major and Graduate School Specialty	Health-related Services & Careers	143	56.52
	Business/Management	54	21.34
	Sciences/Mathematics	16	06.32
	Social Sciences	6	02.37
	Humanities	34	13.45
Religious Preference	Protestant	51	20.16
	Catholic	140	55.34
	Jewish	8	03.16
	Other	22	08.70
	None	31	12.25
	Not indicated	1	00.39

Table 1 (Continued)

Summary of Descriptive Data

Variable	Category	n	%
Religious Beliefs	Yes	127	50.20
	Non-believer	27	10.67
	Ambivalent Feelings	93	36.76
	Not indicated	6	02.37
Religious Attendance	Daily	1	00.39
	Weekly	91	35.97
	Monthly	31	12.25
	Only for Major Religious Events	63	24.90
	Not-at-all	66	26.10
	Not indicated	1	00.39
Participant's Current Environment	Rural	8	03.16
	Suburban	164	64.82
	City	81	32.02
Participant's Number of Brothers and Sisters	0	11	04.36
	1	42	16.60
	2	44	17.39
	3	58	22.92
	4	36	14.23
	5	21	08.30
	6	14	05.53
	7 and over	27	10.67
Participant's Birth Order	First	79	31.23
	Second	69	27.27
	Third	40	15.81
	Fourth	37	14.62
	Fifth	13	05.14
	Sixth	10	03.95
	Seventh and over	5	01.98

Table 1 (Continued)

Summary of Descriptive Data

Variable	Category	n	%
Participant's Current Work Status	Full-time	134	52.96
	Part-time	69	27.27
	Not working	50	19.77
Participant's Current Income Level	Less than \$5,000-\$15,000.	69	27.27
	\$15,000-\$25,000.	63	24.90
	\$25,000.-\$35,000.	52	20.56
	\$35,000.-\$50,000.	38	15.02
	\$50,000. and above	14	05.53
	Not indicated	17	06.72
Husband/Boyfriend's Education Level	Some High School	4	01.58
	High School Graduate	30	11.86
	Some College	53	20.95
	Two-year Junior College or Technical School Degree	28	11.07
	Four-year College Graduate	46	18.18
	Some Graduate or Professional Training	22	08.70
	Graduate or Professional Degree	31	12.25
	Not indicated	39	15.41
Husband/Boyfriend's Occupation	Un/Semi-Skilled	14	05.53
	Skilled Blue Collar	52	20.55
	White-Collar Employee	46	18.18
	Business	32	12.65
	Professional	49	19.38
	Other	18	07.11
	Not indicated	42	16.60

Table 1 (Continued)

Summary of Descriptive Data

Variable	Category	n	%
Mother's Education Level	Less than eighth grade	10	03.95
	Eighth grade education	7	02.77
	Some High School	20	07.91
	High School Graduate	125	49.41
	Some College	32	12.65
	Two-year Junior College or Technical School Degree	14	05.53
	Four-year College Graduate	23	09.09
	Some Graduate or Professional Training	6	02.37
	Graduate or Professional Degree	12	04.74
Not indicated	4	01.58	
Father's Education Level	Less than eighth grade	14	05.53
	Eighth grade education	5	01.99
	Some High School	22	08.70
	High School Graduate	94	37.15
	Some College	29	11.46
	Two-year Junior College or Technical School Degree	12	04.74
	Four-year College Graduate	42	16.60
	Some Graduate or Professional Training	8	03.16
	Graduate or Professional Degree	25	09.88
Not indicated	2	00.79	
Father's Occupation	Un/Semi-Skilled	27	10.67
	Skilled Blue-Collar	80	31.62
	White-Collar Employee	32	12.65
	Business	49	19.37
	Professional	60	23.72
	Other	1	00.39
	Not indicated	4	01.58

Table 1 (Continued)

Summary of Descriptive Data

Variable	Category	n	%
Mother's Occupation	Homemaker	81	32.02
	Un/Semi-Skilled	6	02.37
	Skilled Blue-Collar	28	11.07
	White-Collar Employee	74	29.25
	Business	27	10.67
	Professional	36	14.23
	Not indicated	1	00.39
Parental Income	Less than \$5,000-\$15,000.	23	12.43
	\$15,000-\$25,000.	41	22.16
	\$25,000-\$35,000.	30	16.23
	\$35,000-\$50,000.	46	24.86
	\$50,000. and above	45	24.32

Table 2

Age Distribution of Subject Sample

	Mean Age	23-24	25-26	27-28	29-30	31-32	33-34	35-36
<u>Career only</u> (N=31)	28.19	2 06.45%	10 32.26%	5 16.13%	7 22.58%	3 09.68%	2 06.45%	2 06.45%
<u>Integrated career and childrearing</u> (N=46)	28.83	2 04.35%	9 19.57%	12 26.09%	13 28.26%	5 10.86%	2 04.35%	3 06.52%
<u>Sequential career and childrearing</u> (N=109)	28.82	8 07.34%	28 25.69%	22 20.18%	15 13.76%	16 14.68%	13 11.93%	7 06.42
<u>Marriage only</u> (N=67)	28.30	9 13.43%	22 32.84%	8 11.94%	4 05.97%	10 14.92%	7 10.45%	7 10.45%
<u>Total Sample</u> (N=253)	28.60	21 08.30%	69 27.27%	47 18.58%	39 15.42%	34 13.44%	24 09.48%	19 07.51%

Ninety-three percent of the 253 participants included in the study were white and 7% were black or other races. Forty-six percent were married, 13% were divorced or widowed, and 41% were single (Table 3).

Of the 59% who were or had been married, a majority had children. Thirty-one percent had small families (one to two children) and 7% had larger families (three or more children). The range of number of children was from 1 to 5. The remaining 62% of the women sampled had no children (Table 4).

All the participants had a high school degree, and the majority were now attending college. Forty-nine percent were at the Freshman or Sophomore level, 37% at the Junior or Senior level, 9% were completing their first year of graduate school, and 4% had received their M.A. degree within the past year (Table 5). Fifty-seven percent expressed the desire to major in health-related services or careers, 21% in business/management, 6% in sciences/mathematics, and 15% in either social sciences or humanities (Table 6).

Twelve percent of their husbands or boyfriends held graduate degrees, 27% had completed college and pursued some graduate or professional training, 32% had some college education, and 13% had completed

Table 3

Marital Status and Race Distribution of Subject Sample

	Marital status				Race			
	S	M	D	W ¹	W ²	B	O	IA
<u>Career only</u> (N=31)	19 61.29%	8 25.81%	4 12.90%	0 -	31 100.00%	0 -	0 -	0 -
<u>Integrated career and childrearing</u> (N=46)	15 32.61%	26 56.52%	5 10.87%	0 -	37 80.43%	7 15.22%	2 04.35%	0 -
<u>Sequential career and childrearing</u> (N=109)	44 40.37%	46 42.20%	18 16.51%	1 00.92%	101 92.66%	5 04.59%	1 00.92%	2 01.83%
<u>Marriage only</u> (N=67)	26 38.81%	36 53.73%	5 07.46%	0 -	66 98.51%	1 01.49%	0 -	0 -
<u>Total Sample</u> (N=253)	104 41.11%	116 45.85%	32 12.65%	1 00.39%	235 92.89%	13 05.14%	3 01.18%	2 00.79%

S=Single, M=Married, D=Divorced, W¹=Widowed
W²=White, B=Black, O=Oriental, IA=Latin American

Note: The "single" category includes those who have never married.
The "divorced" category includes those who have not remarried.
The "widowed" category includes those who have not remarried.

Table 4

Current and Aspired Number of Children of Subject Sample

	Current						Aspired					
	0	1	2	3	4	5	0	1	2	3	4	5
<u>Career only</u> (N=51)	31	-	-	-	-	-	31	-	-	-	-	-
	100%	-	-	-	-	-	100%	-	-	-	-	-
<u>Integrated career and childrearing</u> (N=46)	21	9	14	2	0	0	0	8	23	10	4	1
	46%	20%	30%	04%	-	-	-	17%	50%	22%	09%	02%
<u>Sequential career and childrearing</u> (N=109)	67	18	19	5	0	0	0	6	59	35	6	1*
	61%	17%	17%	05%	-	-	-	06%	54%	32%	06%	01%
<u>Marriage only</u> (N=67)	37	3	16	6	3	2	0	1	19	20	20	6*
	55%	04%	24%	09%	04%	03%	-	02%	28%	30%	30%	09%
<u>Total Sample</u> (N=253)	156	30	49	13	3	2	31	15	101	65	30	8
	62%	12%	19%	05%	01%	01%	12%	06%	40%	26%	12%	03%

Note: Percentages are rounded off.

Indicated they wanted children but 02% of both groups did not specify their number.*

Table 5

Current and Aspired Education Level of Subject Sample

	Current						Aspired		
	F	So	J	Se	GS	MA	BA	MA	Ph.D
<u>Career only</u> (N=31)	7 23%	5 16%	8 26%	9 29%	0 -	2 06%	8 26%	13 42%	10 32%
<u>Integrated career and childrearing</u> (N=46)	14 30%	2 04%	6 13%	15 33%	4 09%	5 11%	18 39%	16 35%	12 26%
<u>Sequential career and childrearing</u> (N=109)	44 40%	11 10%	20 18%	18 17%	13 12%	3 03%	40 37%	43 39%	26 24%
<u>Marriage only</u> (N=67)	39 58%	3 04%	10 15%	8 12%	6 09%	1 01%	43 64%	13 19%	11 16%
Total Sample (N=253)	104 41%	21 08%	44 17%	50 20%	23 09%	11 04%	109 43%	85 34%	59 23%

F=Freshman, So=Sophomore, J=Junior, Se=Senior, GS=Some graduate school
BA=Bachelor's Degree, MA=Master Degree, Ph.D=Doctorate or Professional Degree

Note: Percentages are rounded off.

Table 6

College Major and Graduate School Specialty of Subject Sample

	HR	B/M	S/M	SS	H
<u>Career only</u> (N=31)	23 74%	3 10%	2 06%	0 -	3 10%
<u>Integrated career and childrearing</u> (N=46)	21 46%	14 30%	7 15%	3 07%	1 02%
<u>Sequential career and childrearing</u> (N=109)	60 55%	22 20%	5 05%	3 03%	19 17%
<u>Marriage only</u> (N=67)	39 58%	15 22%	2 03%	0 -	11 16%
<u>Total Sample</u> (N=253)	143 57%	54 21%	16 06%	6 02%	34 13%

HR=Health-related services and careers. Participants expressed the desire to work for the psychological and physical well-being of other people.

B/M=Business-Management, S/M=Sciences-Mathematics, SS=Social Sciences, H=Humanities

high school. The husbands' or boyfriends' occupations ranged from the level of unskilled work to professional activities. Nineteen percent were professionals, 13% held positions in business, 18% were white-collar employees, 21% were skilled blue-collar workers, 6% held un/semi-skilled jobs, and 7% were presently attending college or graduate school (Table 7). In the sample as a whole, 15% of the women did not indicate the education level of their partners, and 16% did not mention their occupations either. This is not surprising since a similar percentage noted that they were neither married nor dating currently.

The majority of the participants came from middle-class families. Mean parental income was \$43,348.65 (Table 8). Thirty percent of their fathers and 16% of their mothers had gone beyond college and had sought some graduate or professional training, 16% of the fathers and 18% of the mothers had some college education, and 53% of the fathers and 64% of the mothers had either a high school degree or some high school education (Table 9). The parents' occupations also ranged from skilled trades to professions requiring substantial graduate training. Twenty-four percent of the fathers and 14% of the mothers were professionals, 19% of the fathers and

Table 7

Husband/Boyfriend's Occupation and Education Level of Subject Sample

	Education				Occupation					
	HS	SC	CD	GD	Un	BC	WC	B	P	O
<u>Career only</u> (N=31)	7 23%	6 19%	7 23%	6* 19%	5 16%	4 13%	3 10%	5 16%	8 26%	0* -
<u>Integrated career and childrearing</u> (N=46)	6 13%	16 35%	14 30%	6* 13%	6 13%	6 13%	9 20%	8 17%	6 13%	6* 13%
<u>Sequential career and childrearing</u> (N=109)	8 07%	37 34%	30 28%	15* 14%	1 01%	20 18%	26 24%	13 12%	23 21%	7* 06%
<u>Marriage only</u> (N=67)	13 19%	22 33%	17 25%	4* 06%	2 03%	22 33%	8 12%	6 09%	12 18%	5* 07%
<u>Total Sample</u> (N=253)	34 13%	81 32%	68 27%	31 12%	14 06%	52 21%	46 18%	32 13%	49 19%	18 07%

HS=High School Degree or Less, SC=Some College, CD=Four-year College Graduate and Some Graduate or Professional Training, GD=Graduate or Professional Degree

Un=Un/Semi-Skilled, BC=Skilled Blue Collar, WC=White-Collar Employee, B=Business, P=Professional, O=Other

- Note: 1. Percentages are rounded off.
 2. The "Other" category consists mostly of students and a few unemployed men.
 3. Across the four groups of women, 15.41% did not indicate the education level and 16.60% the occupation of their husbands or boyfriends.* This is not surprising since 28.46% mentioned that they were presently alone without a husband or steady boyfriend.

Table 8

Parental Income of Subject Sample

	\$5-15	15-25	25-35	35-50	50+
<u>Career only</u> (N=20)	4 20%	4 20%	1 05%	4 20%	7 35%
<u>Integrated career and childrearing</u> (N=36)	3 08%	8 22%	3 08%	13 36%	9 25%
<u>Sequential career and childrearing</u> (N=80)	11 14%	15 19%	17 21%	18 23%	19 24%
<u>Marriage only</u> (N=49)	5 10%	14 29%	9 18%	11 22%	10 20%
<u>Total Sample</u> (N=185)	23 12%	41 22%	30 16%	46 25%	45 24%

- Note: 1. Income is expressed in thousands of dollars.
 2. Percentages are rounded off.
 3. Those computations are based on 185 families since 68 out of 253 participants did not indicate or did not wish to give their parents' income level.
 4. Mean parental income: $(\$8,019,500:185)=\$43,348.65$

Table 9

Mother's and Father's Education Level of Subject Sample

	Mother				Father			
	HS	SC	CD	GD	HS	SC	CD	GD
<u>Career only</u> (N=31)	16 52%	9 29%	6 19%	0 -	18 58%	7 23%	5 16%	1 03%
<u>Integrated career and childrearing</u> (N=46)	31 67%	8 17%	3 07%	4 09%	28 61%	5 11%	8 17%	4* 09%
<u>Sequential career and childrearing</u> (N=109)	72 66%	15 14%	14 13%	6* 06%	46 42%	18 17%	29 27%	15* 14%
<u>Marriage only</u> (N=67)	43 64%	14 21%	6 09%	2* 03%	43 64%	11 16%	8 12%	5 07%
Total Sample (N=253)	162 64%	46 18%	29 11%	12 05%	135 53%	41 16%	50 20%	25 10%

HS=High School Degree or Less, SC=Some College, CD=Four-year College Graduate and Some Graduate or Professional Training, GD=Graduate or Professional Degree

Note: Percentages are rounded off.

Across the four groups of women, 01.58% did not mention the education level of their mother, and 00.79% of their father.*

11% of the mothers held positions in business, 13% of the fathers and 29% of the mothers were white-collar employees, 32% of the fathers and 11% of the mothers were skilled blue-collar workers, 11% of the fathers and 2% of the mothers were employed in un/semi-skilled jobs, and 32% of the mothers were currently homemakers (Table 10).

A substantial number of the women sampled came from large families. Thirty-eight percent had from 0 to 2 brothers or sisters, 37% had from 3 to 4 brothers or sisters, and 25% had 5 or more brothers or sisters. The range was from 0 to 12 (Table 11). With respect to birth order, first-born participants were spread almost evenly across groups (Table 12).

Sixty-five percent of the subjects lived in the suburbs, 32% in the city, and 3% in a rural setting. Fifty-three percent worked full-time, 27% worked part-time and 20% were not working at the time of the study (Table 13). Most of these women were white-collar employees or held positions in health-related areas. The mean household income for married women was \$35,328.83 and the mean income for single women was \$18,153.60 (Table 14). The household income of single women is thus roughly half of their married counterparts.

With respect to religious preference, 55% of the participants were Catholics, 20% Protestants, 3%

Table 10

Father's and Mother's Occupation of Subject Sample

	Father						Mother					
	Un	BC	WC	B	P	O	H	Un	BC	WC	B	P
<u>Career only</u> (N=31)	6 19%	6 19%	2 06%	12 39%	4 13%	1 03%	11 35%	2 06%	1 03%	5 16%	6 19%	6 19%
<u>Integrated career and childrearing</u> (N=46)	11 24%	12 26%	7 15%	4 09%	11 24%	0* -	17 37%	2 04%	2 04%	17 37%	0 -	7* 15%
<u>Sequential career and childrearing</u> (N=109)	6 06%	33 30%	10 09%	21 19%	37 34%	0* -	36 33%	0 -	13 12%	32 29%	13 12%	15 14%
<u>Marriage only</u> (N=67)	4 06%	29 43%	13 19%	12 18%	8 12%	0* -	17 25%	2 03%	12 18%	20 30%	8 12%	8 12%
<u>Total Sample</u> (N=253)	27 11%	80 32%	32 13%	49 19%	60 24%	1 -	81 32%	6 02%	28 11%	74 29%	27 11%	36 14%

Un=Un/Semi Skilled, BC=Skilled Blue-Collar, WC=White-Collar Employee, B=Business, P=Professional, O=Other, H=Homemaker

Note: Percentages are rounded off.

Across the four groups of women, 01.58% did not mention their fathers' occupation, and 00.39% their mothers' occupation.*

Table 11

Number of Brothers and Sisters of Subject Sample

	0	1	2	3	4	5	6	7+
<u>Career only</u> (N=31)	6 19%	6 19%	3 10%	4 13%	3 10%	5 16%	0 -	4 13%
<u>Integrated career and childrearing</u> (N=46)	0 -	10 22%	6 13%	13 28%	7 15%	5 11%	1 02%	4 09%
<u>Sequential career and childrearing</u> (N=109)	1 01%	19 17%	19 17%	24 22%	16 15%	8 07%	10 09%	12 11%
<u>Marriage only</u> (N=67)	4 06%	7 10%	16 24%	17 25%	10 15%	3 04%	3 04%	7 10%
<u>Total Sample</u> (N=253)	11 04%	42 17%	44 17%	58 23%	36 14%	21 08%	14 06%	27 11%

Note: The range is from 0 to 12.
Percentages are rounded off.

Table 12

Birth Order of Subject Sample

	1	2	3	4	5	6	7+
<u>Career only</u> (N=31)	12 39%	8 26%	2 06%	5 16%	2 06%	2 06%	0 -
<u>Integrated career and childrearing</u> (N=46)	15 33%	15 33%	9 20%	5 11%	1 02%	1 02%	0 -
<u>Sequential career and childrearing</u> (N=109)	28 26%	27 25%	22 20%	14 13%	9 08%	5 05%	4 04%
<u>Marriage only</u> (N=67)	24 36%	19 28%	7 10%	13 19%	1 02%	2 03%	1 02%
<u>Total Sample</u> (N=253)	79 31%	69 27%	40 16%	37 15%	13 05%	10 04%	5 02%

Note: The range is from 1 to 11.
Percentages are rounded off.

Table 13

Current Environment and Work Status of Subject Sample

	Environment			Work Status		
	R	S	C	FT	PT	NAT
<u>Career only</u> (N=31)	0 -	20 65%	11 35%	18 58%	8 26%	5 16%
<u>Integrated career and childrearing</u> (N=46)	1 02%	29 63%	16 35%	36 78%	3 07%	7 15%
<u>Sequential career and childrearing</u> (N=109)	3 03%	73 67%	33 30%	53 49%	43 39%	13 12%
<u>Marriage only</u> (N=67)	4 06%	42 63%	21 31%	27 40%	15 22%	25 37%
<u>Total Sample</u> (N=253)	8 03%	164 65%	81 32%	134 53%	69 27%	50 20%

R=Rural, S=Suburban, C=City
 FT=Full-time, PT=Part-time, NAT=Not-at-all

Note: Among those who are working full-time in the last three groups, a great many are single and do not have any children yet.

Table 14

Income Level of Subject Sample

	Married					Single				
	\$5-15	15-25	25-35	35-50	50+	\$5-15	15-25	25-35	35-50	50+
<u>Career only</u> (N=31)	1 03%	1 03%	3 10%	3 10%	0 -	7 23%	8 26%	3 10%	1 03%	0* -
<u>Integrated career and childrearing</u> (N=46)	2 04%	3 07%	10 22%	5 11%	4* 09%	7 15%	11 24%	1 02%	0 -	0* -
<u>Sequential career and childrearing</u> (N=109)	3 03%	9 08%	13 12%	17 16%	3* 03%	28 26%	15 14%	11 10%	5 05%	2* 02%
<u>Marriage only</u> (N=67)	2 03%	9 13%	11 16%	7 10%	5* 07%	18 27%	8 12%	0 -	0 -	0* -
<u>Total Sample</u> (N=253)	8 03%	22 09%	37 15%	32 13%	12 05%	60 24%	42 17%	15 06%	6 02%	2 01%

Note: 1. Income is expressed in thousands of dollars.

2. Percentages are rounded off.

3. The "Single" category includes single, divorced, and widowed.

4. Five married women and 12 single women did not indicate their income level.*

5. Mean income for both married and unmarried women: (\$6,190,700:236)=\$26,231.78

Mean income for married women: (\$3,921,500:111)=\$35,328.83

Mean income for single women: (\$2,269,200:125)=\$18,153.60

Jewish, 9% were of other denominations, and 12% indicated no religious affiliation. Among those women, 50% had a fairly strong faith in the precepts of their religion, 37% had ambivalent feelings, and 11% were non-believers. In addition to the above, less than 1% attended services daily, 36% weekly, and the others ranged from once a month to rarely to not at all (Table 15).

The author's own pilot study as well as a summary of economic, educational, religious and other characteristics of the participants in this study reveals that a sample of this kind consists of women with diversified backgrounds, needs, and life experiences.

The age span of 25 to 34 was chosen because it represents a period in a woman's life when she must finally come to terms with what she wants with regard to marriage and childbearing. The Midwestern area was selected because it is considered more representative of social trends than the metropolitan New York area.

Table 15

Religious Preference, Beliefs, and Attendance of Subject Sample

	Preference					Beliefs			Attendance				
	P	C	J	O ¹	Nn	Y	N	AF	D	W	M	O ²	NA
<u>Career only</u> (N=31)	9 29%	14 45%	1 03%	2 06%	5 16%	11 35%	5 16%	14* 45%	0 -	4 13%	5 16%	11 35%	11 35%
<u>Integrated career and childrearing</u> (N=46)	15 33%	21 46%	-	6 13%	4 09%	21 46%	6 13%	19 41%	-	17 37%	6 13%	12 26%	11 24%
<u>Sequential career and childrearing</u> (N=109)	19 17%	59 54%	5 05%	10 09%	15* 14%	55 50%	12 11%	40* 37%	-	43 39%	10 09%	26 24%	30 28%
<u>Marriage only</u> (N=67)	8 12%	46 69%	2 03%	4 06%	7 10%	40 60%	4 06%	20* 30%	1 01%	27 40%	10 15%	14 21%	14* 21%
<u>Total Sample</u> (N=253)	51 20%	140 55%	8 03%	22 09%	31 12%	127 50%	27 11%	93 37%	1 01%	91 36%	31 12%	63 25%	66 26%

P=Protestant, C=Catholic, J=Jewish, O¹=Other, Nn=None

Y=Yes, N=Non-believer, AF=Ambivalent Feelings

D=Daily, W=Weekly, M=Monthly, O²=Only for Major Religious Events, NA=Not-at-all

Note: Percentages are rounded off.

01% did not give any indication on preference, 04% on beliefs, and 01% on attendance.*

Research Instruments

The Personality Research Form (PRF), Form E. The PRF, (see appendix B), developed by Jackson (1974), consists of 352 items, comprising twenty-two 16-item scales. The scales are designed to assess personality needs defined by Murray (1938). They tap the needs for abasement, achievement, affiliation, aggression, autonomy, change, cognitive structure, defence, dominance, endurance, exhibition, harmavoidance, impulsivity, nurturance, order, play, sentience, social recognition, succorance, and understanding. The two validity scales - desirability and infrequency - were incorporated to gauge the tendency to respond desirably or undesirably and identify non-purposeful, invalid responding. This explicit procedure helps eliminate questionable test results. Greater test reliability and validity is thus achieved.

The PRF is statistically well-designed. It has been developed with extraordinary attention to psychometric detail. Reliability and validity were built into the test in the initial stages of item construction and selection to ensure distinctness among the traits and reduction of irrelevant variance. Convergent and discriminant validity of the trait scales has been examined thoroughly as well. The PRF is

reliable both structurally and temporally. It measures largely independent variables, covering a range of normal social and interpersonal behavior. It leads to a personality profile and it is important to note that low scores, like high scores, signify the presence of important characteristics which serve to differentiate the subject from others.

The Reid-Ware Three-Factor Internal-External Scale

(RWS). The RWS, (see appendix A), developed by Reid and Ware (1974), is a 45-item forced-choice questionnaire with 13 filler items designed to make the purpose of the test less obvious. The scale taps specific areas of control: self-control (beliefs about control of impulses, drives, and emotions), social systems control (political cynicism versus political participation), and fatalism (general life philosophy). The items sample beliefs across a range of situations: interpersonal, school, work, government and politics. The items were designed to measure general beliefs about the role of internal and external forces in determining success or failure in society at large. One item in each pair deals with an external belief and the other with an internal belief. The participant describes her own outlook by choosing between alternatives that reflect a fatalistic, external control viewpoint and those

indicating a belief in her own ability to affect and to be in control of the events of her life. Endorsing the internal alternatives on these items means rejecting the view that success follows from luck, chance or capricious fate. Such a person believes that hard work, effort, skill and ability are the important determinants of success in life.

Reliability and validity were built into the test in the initial stages of item construction and selection. Internal consistency, test-retest reliability and validity data have been amply provided (Lefcourt, 1982). Its predictive value is quite good in a wide range of situations, especially those that involve personal mastery or coping efforts. It measures largely independent variables, covering a range of normal interpersonal, social and political beliefs. Even though the scale is not entirely free from the effects of social desirability, it would be erroneous to conclude that the scale is rendered useless. It assesses the relative position of the individual on the internal/external dimension. The participant's scores on each section indicate the presence or absence of the given attitude. The higher the score, the more external the individual.

The PRF-Andro Scale. The scale, (see appendix C), developed by Berzins, Welling, and Wetter (1978, 1981), was used to measure the participant's gender-role orientation. The Andro scale contains two subscales that are orthogonal: a masculinity scale (29 items) and a femininity scale (27 items). The masculinity and femininity items were derived from the item pool of Jackson's (1967) Personality Research Form (PRF), Form AA. The masculine items describe dominant-instrumental behaviors, suggestive of autonomy, social-intellectual ascendancy, and orientation toward risk. The feminine items depict caring-expressive behaviors, suggestive of nurturance, affiliation, and self-subordination. The masculinity and femininity constructs evolved from the conceptual analysis of the Bem Sex Role Inventory (Bem, 1974). The two subscales were administered as part of the 85-item Interpersonal Disposition Inventory which includes a measure of self-esteem as well (Berzins, Welling, and Wetter, 1978, 1981).

"High" and "low" scores on the masculinity scale are indicated by scores of 16 (and greater) and 15 (and less) respectively. Comparable values on the femininity scale are indicated by scores of 17 (and greater) and 16 (and less). These scores help determine the following gender-role categories:

androgynous (high M, high F), masculine-typed (high M, low F), feminine-typed (low M, high F), and indeterminate or undifferentiated (low M, low F).

Reliability and validity were built into the test in the initial stages of item construction and selection to ensure distinctness among the behaviors. Internal consistency, test-retest reliability and validity data have been provided. The scale also contains four filler items to make the purpose of the test less obvious, and five items from the PRF Infrequency Scale to control for careless responding.

The Work and Marriage Plans Questionnaire (WMPQ). The WMPQ, (see appendix D), developed by the investigator, was designed to tap aspirations toward 1) work and autonomy needs, and 2) marriage and affiliative needs. A woman's family and sexual role often clashes with her economic and social role. This structural strain may force the individual to choose one path over the other. This questionnaire is not a standardized test but rather an exploratory measure to see if the nature of a participant's plans and aspirations is related to her gender-role orientation. The questionnaire contains multiple-choice, forced-choice, and open-ended questions. Questions #5, 13, 19, 30, 31, 49, 50, 51 and 53 tap future and current necessity and/or desire to be a

participant in the labor force. Questions #3, 13, 31 and 48 examine commitment and/or desire to work outside the home. Questions #6 and 7 check present and aspired occupation. Questions #8 and 9 tap whether the individual feels her spouse or boyfriend is supportive of what she does. Questions #4, 29 and 52 examine dependency needs indirectly. Questions #26 and 27 explore the desire and/or importance of marriage. Questions #1A, 1B, 1C, 2, 20, 21, 22, 23, 24 and 25 check the desire and/or importance of motherhood. Questions #10, 11, 12, 14, 17, 18, 19, 28, 46, 47 and 53 pit the nurturer and provider roles against each other. Questions #15 and 16 explore childcare arrangements and/or preferences. Questions #39, 40 and 42 tap the amount of time the mother should spend with her children. Questions #35 and 36 check the presence of guilt about leaving the child in daycare centers or with others. Questions #37, 38, 41 and 45 examine childrearing views, and question #34 explores concerns about the well-being of the child. Finally, one does not know what will surface in questions #43, 44, 54 and 55.

Based on their responses to question #1A, 1B or 1C, which refers to career plans after the birth of children, the participants were categorized into Career only and Integrated career and childrearing,

or Marriage only and Sequential career and child-rearing. The participants who indicated that they intended a full-time career after childbirth were classified in the first group, whereas those who indicated that they would not work at all or pursue a part-time career after childbirth were categorized in the second group. Responses to question #2 were also used to categorize the groups. Participants were assigned to the work-pattern groups on the basis only of their stated career and parenting plans and without consideration of their responses on any subsequent personality measures. The Personal Data Questionnaire (PDQ). The PDQ, (see appendix E), developed by the investigator, sought information on such demographic variables as the participant's race, marital status, religious preference, aspired and present education level, aspired and present occupation, yearly income, birth order and number of siblings. The husband and/or boyfriend's education level and present occupation as well as the parents' occupation and education level were also examined. Two questions sought information on the general atmosphere prevailing in the home of her parents when she was growing up. Another question also checked the direction and nature of the participant's hobbies.

Procedures

In the course of an initial presentation in the classroom, the participants were informed that the author was conducting a survey to assess women's expectations and goals toward work and family life. The potential respondents were also notified that this study was a personal project of the investigator and that she was working in conjunction with her sponsors. However, they were not told that a possible link between personality correlates and the nature of those expectations was being investigated. This partial deception was deemed necessary to avoid social desirability responses and other undesirable effects which would produce irrelevant variance.

After this initial contact, the investigator saw the students outside their respective classrooms. At the end of the class period, those who had decided to participate were asked to read a consent form which explained the nature of the research and the conditions attached to it. Each volunteer signed this consent form prior to receiving the envelope containing the five questionnaires. At this point, each participant was asked to return the envelope within the next two weeks. The order of the administration of the questionnaires was varied to compensate for any order effect that might occur.

Each group was given identical explanations and instructions, and each group was encouraged to be truthful and spontaneous in its responses.

All potential respondents receiving the envelope were instructed to fill out immediately a brief face sheet indicating their age, race, marital status, education level, occupation, yearly income, religious preference, and number of children. This brief questionnaire was used to keep track of the characteristics of non-respondents.

The PRF was relabelled A Probing Into Self-Expression to minimize potential value-laden interpretations of the items. The participants were asked to respond to the series of statements by answering True or False to each statement upon deciding whether or not the item was descriptive of them. To avoid carelessness in transmitting the answers to the answer sheet, the respondents were told to record True or False directly next to the statement in question. Recording of the answers to the answer sheet was carried out by the investigator upon return of the test. The original answers and the recording of those answers were checked by an independent scorer to ensure that the ensuing personality profile rested on accurate results. In addition to the above, the number of X's appearing in the columns was tallied and recorded at

the bottom of the answer sheet by two other scorers. The investigator checked these results to ascertain that the outcome was the same for each scale and each individual.

The RWS was relabelled the Personal and Social Reaction Inquiry to minimize once more possible biased interpretations of the items. The participants were asked to respond to the series of statements by choosing one alternative within the pair of items upon deciding whether or not the statement was descriptive of their convictions or opinions. They were instructed to circle their answers, either A or B, directly next to the statement in question.

Lastly, Berzins, Welling and Wetter's (1978) original title, the Interpersonal Disposition Inventory, was used as a cover for the PRF-Andro Scale. The participants also answered True or False upon deciding whether or not the items were descriptive of them. The respondents were told to record True or False directly next to the statement in question.

In addition to the above, 32 respondents (eight in each of four groups) were randomly selected for an interview and discussion session. The participants' responses to open-ended questions #17, 18, 21, 22, 38, 41, 43, 44 and 54 in the Work and Marriage Plans

Questionnaire were the major focus of this interview.

The interviews were scheduled at the convenience of each participant and were carried out on a one-to-one basis. They took place in an office in the Psychology Department. The student was told that the interview would be tape-recorded but that, like all other test material, this conversation would be code-numbered to protect her anonymity. The respondent was also informed that she was free to refuse this interview and/or stop it at any time for any reason.

A qualitative analysis was undertaken to ascertain whether the participant's plans and aspirations with respect to work and family life were related to her gender-role orientation. As noted in the hypotheses section, Gilligan's (1982) theory of concern for self versus concern for others was used to categorize those expectations and plans. Frank's (1980) interview questionnaire was also used to gain additional insight into those plans and concerns (see appendix F). A similar analysis was carried out to examine the participant's responses to those questions.

All the respondents were informed that they would receive a written description of the study and its procedures as well as a brief summary of the results when those became available. At the end of the study,

each participant was thanked for her participation and cooperation.

CHAPTER 4

RESULTS

Quantitative Analyses

Of the 253 participants who completed their questionnaires, 77 (68 whites, 7 blacks, 2 orientals) were categorized as Career only or Integrated career-and-childrearing (Group #1). Forty-six respondents indicated that they anticipated a full-time career after childbearing, and 31 indicated that they intended to remain childless and work full-time throughout their lives. One hundred seventy-six subjects (167 whites, 6 blacks, 1 oriental, 2 latin americans) were classified as Marriage only or Sequential career-and-childrearing (Group #2). Of these respondents, 109 indicated that they anticipated a part-time career after childbirth and 67 indicated that they had no career plans after childbirth.

Tests of hypotheses #1 and #3

As predicted in hypothesis #1, the women in Group #1 scored higher on the PRF traits of Achievement, $F(1,251)=16.19$, $p<.0001$, Autonomy, $F(1,251)=8.48$, $p<.01$, and Endurance, $F(1,251)=10.33$, $p<.01$ than the women in Group #2. There were no significant differences between the two groups on

Dominance. As anticipated in hypothesis #3, Group #2 was higher than Group #1 on Affiliation, $F(1,251)=13.28$, $p<.001$, and Succorance, $F(1,251)=6.48$, $p<.01$, but there were no significant differences between the two groups on Abasement and Nurturance (Table 16).

Additionally, Group #2 was significantly higher than Group #1 on Self-Control, $F(1,251)=4.88$, $p<.05$, but there were no significant differences between the two groups on Social Systems Control and Fatalism. The finding on Self-Control is not in the expected direction as it had been hypothesized that Group #1 would be more internal than Group #2. As anticipated, however, Group #1 scored higher than Group #2 on Masculinity, $F(1,251)=6.41$, $p<.01$, and Group #2 was higher than Group #1 on Femininity, $F(1,251)=3.09$, $p<.08$. The latter finding is only marginally significant (Table 17).

In sum, part a) of hypothesis #1 was supported in the areas of Achievement, Autonomy, Endurance, but not in the area of Dominance. Part b) was not confirmed on Locus of Control, and part c) was substantiated on gender-role orientation. Moreover, part a) of hypothesis #3 was supported on Affiliation and Succorance, but not on Abasement and Nurturance.

Table 16

Means, Standard Deviations and F Values of Eight PRF Traits Between Two Work-Pattern Groups of Women

PRF Trait	Career only and Integrated (N=77)		Marriage only and Sequential (N=176)		Significance of overall difference
	M	SD	M	SD	
Achievement	11.74	2.49	10.29	2.70	16.19****
Autonomy	7.52	3.51	6.26	2.99	8.48**
Dominance	9.32	3.90	8.58	4.02	1.87
Endurance	11.05	2.73	9.80	2.90	10.33**
Abasement	6.21	2.56	6.19	2.50	0.00
Affiliation	8.25	3.39	9.94	3.40	13.28***
Nurturance	11.25	2.83	11.77	2.53	2.10
Succorance	7.04	3.81	8.25	3.33	6.48**

*p<.05, **p<.01, ***p<.001, ****p<.0001

Table 17

Means, Standard Deviations and F Values of Reid-Ware Locus of Control and Gender-Role Adherence Variables Between Two Work-Pattern Groups of Women

Personality Variable	Career only and Integrated (N=77)		Marriage only and Sequential (N=176)		Significance of overall difference
	M	SD	M	SD	
<u>Locus of Control</u>					
Self-Control	4.75	2.22	4.09	2.18	4.88*
Social Systems Control	5.49	2.68	5.78	2.72	0.59
Fatalism	3.90	2.80	4.05	2.90	0.16
<u>Gender-Role Orientation</u>					
Feminine	16.33	3.54	17.11	3.13	3.09
Masculine	15.78	5.10	14.13	4.61	6.41**
Self-Esteem	15.36	4.22	15.19	4.06	0.09

*p<.05, **p<.01

Part b) was not confirmed on Locus of Control, and part c) was partially sustained on gender-role orientation.

In addition to the PRF variables explicitly tested by the hypotheses, information was gathered on the two groups on the remaining PRF traits. Group #1 scored higher than Group #2 on Change, $F(1,251)=3.91$, $p<.05$, and was marginally higher on Aggression, $F(1,251)=3.10$, $p<.08$, Sentience, $F(1,251)=3.41$, $p<.07$, and Understanding, $F(1,251)=3.30$, $p<.07$. Group #2 scored higher than Group #1 on Exhibition, $F(1,251)=4.18$, $p<.05$, and Harmavoidance, $F(1,251)=5.28$, $p<.05$. Differences between the two groups on the other PRF variables were not significant (Table 18).

Tests of hypotheses #2 and #4

In order to further explore the meaning of the results, Group #1 (Career only or Integrated career-and-childrearing) was subdivided into two subgroups based on the participants' answers to question #1A, 1B, 1C or question #2 in the WMPQ. Group #2 (Marriage only or Sequential career-and-childrearing) was also subdivided into two subgroups. Group #1 (Career only) now consists of subjects who indicated they planned to work full-time throughout their lives and did not expect to have children at

Table 18

Means, Standard Deviations and F Values of Thirteen Additional PRF Traits Between Two Work-Pattern Groups of Women

PRF Trait	Career only and Integrated (N=77)		Marriage only and Sequential (N=176)		Significance of overall difference
	M	SD	M	SD	
Aggression	8.77	3.48	8.01	3.01	3.10
Change	9.18	3.05	8.37	2.99	3.91*
Cognitive Structure	10.00	2.97	9.77	2.85	0.35
Defence	7.03	3.47	6.70	2.86	0.59
Exhibition	6.83	3.88	7.94	4.02	4.18*
Harmavoidance	10.42	4.27	11.62	3.63	5.28*
Impulsivity	6.16	3.58	5.82	3.24	0.53
Order	8.94	4.93	8.85	4.44	0.02
Play	7.94	2.98	8.14	3.26	0.22
Sentience	10.94	2.60	10.22	2.92	3.41
Social Recognition	7.88	3.60	8.06	3.43	0.13
Understanding	10.04	3.88	9.14	3.49	3.30
Desirability	11.26	2.66	11.68	2.27	1.62

*p<.05

present or in the future, Group #2 (Integrated career-and-childrearing) consists of women who indicated they planned to have a full-time career or hold a full-time job after the birth of their children, Group #3 (Sequential career-and-childrearing) consists of individuals who indicated they planned to have a part-time career or hold a part-time job after giving birth, and Group #4 (Marriage only) consists of subjects who indicated they did not plan to work after childbirth. Comparisons between Group #1, Group #2, Group #3, and Group #4 were then conducted. Significant differences between the four groups were found on Achievement, $F(3,249)=7.22$, $p<.001$, Autonomy, $F(3,249)=11.42$, $p<.0001$, Endurance, $F(3,249)=3.94$, $p<.01$, Abasement, $F(3,249)=5.30$, $p<.01$, Affiliation, $F(3,249)=5.36$, $p<.01$, Nurturance, $F(3,249)=5.26$, $p<.01$, and Succorance, $F(3,249)=5.28$, $p<.01$, but not on Dominance (Table 19).

These four groups were also tested on the remaining PRF traits. They were found to differ significantly on Change, $F(3,249)=3.02$, $p<.05$, Order, $F(3,249)=2.54$, $p<.05$, Sentience, $F(3,249)=2.88$, $p<.05$, Understanding, $F(3,249)=4.62$, $p<.01$, Desirability, $F(3,249)=3.26$, $p<.05$, and were marginally different on Aggression, $F(3,249)=2.26$,

Table 19

Means, Standard Deviations and F Values of Eight PRF Traits Between Four Groups of Women

PRF Trait	Career only Group (N=31)		Integrated Group (N=46)		Sequential Group (N=109)		Marriage only Group (N=67)		Significance of overall difference F
	M	SD	M	SD	M	SD	M	SD	
Achievement	12.26	2.38	11.39	2.53	10.57	2.60	9.84	2.82	7.22***
Autonomy	9.48	3.51	6.20	2.84	6.58	2.95	5.75	3.02	11.42****
Dominance	9.65	3.30	9.11	4.29	8.82	3.96	8.19	4.12	1.07
Endurance	11.45	2.91	10.78	2.60	9.92	2.86	9.61	2.97	3.94**
Abasement	5.52	2.59	6.67	2.45	5.70	2.23	7.00	2.70	5.30**
Affiliation	7.52	3.33	8.74	3.38	9.82	3.48	10.13	3.28	5.36**
Nurturance	9.94	3.39	12.13	1.98	11.79	2.42	11.73	2.72	5.26**
Succorance	5.77	4.06	7.89	3.41	7.95	3.21	8.73	3.48	5.28**

*p<.05, **p<.01, ***p<.001, ****p<.0001

$p < .08$ and Harmavoidance, $F(3,249)=2.05$, $p < .10$.

Differences on the other PRF variables were not significant (Table 20).

The four groups showed significant dissimilarity on Self-Control, $F(3,249)=3.93$, $p < .01$, but no significant differences were found on Social Systems Control and Fatalism. They also differed significantly on Femininity, $F(3,249)=5.97$, $p < .001$, Masculinity, $F(3,249)=3.70$, $p < .01$, and Self-Esteem, $F(3,249)=2.60$, $p < .05$ (Table 21).

Two-tailed t -tests were subsequently carried out between the four groups. Those analyses revealed that 1). Group #1 was significantly higher than Group #2 on Autonomy, $t=4.52$, $p < .0001$, Desirability, $t=2.53$, $p < .01$, Masculinity, $t=2.04$, $p < .05$, Self-Esteem, $t=2.52$, $p < .01$, Self-Control, $t=-1.96$, $p < .05$, and marginally higher than Group #2 on Change, $t=1.81$, $p < .07$, and Sentience, $t=1.72$, $p < .09$. Group #1 was significantly lower than Group #2 on Abasement, $t=-1.99$, $p < .05$, Nurturance, $t=-3.25$, $p < .01$, Succorance, $t=-2.47$, $p < .05$, and Femininity, $t=-3.44$, $p < .001$. There were no significant differences on the remaining personality variables between these two groups.

2). Group #1 was significantly higher than

Table 20

Means, Standard Deviations and F Values of Thirteen Additional PRF Traits Between Four Work-Pattern Groups of Women

PRF Trait	Career only Group (N=31)		Integrated Group (N=46)		Sequential Group (N=109)		Marriage only Group (N=67)		Significance of overall difference F
	M	SD	M	SD	M	SD	M	SD	
Aggression	9.42	3.47	8.33	3.46	8.23	2.88	7.64	3.21	2.26
Change	9.94	2.94	8.67	3.04	8.61	2.97	7.99	3.01	3.02*
Cognitive Struct.	10.39	3.09	9.74	2.88	9.93	2.79	9.51	2.96	0.72
Defendence	7.23	3.77	6.89	3.29	6.82	2.86	6.52	2.87	0.40
Exhibition	7.13	3.27	6.63	4.27	7.88	4.03	8.04	4.03	1.50
Harmavoidance	9.97	4.26	10.72	4.30	11.72	3.45	11.46	3.92	2.05
Impulsivity	6.39	3.69	6.00	3.53	5.68	3.32	6.06	3.10	0.44
Order	9.84	4.99	8.33	4.84	8.22	4.44	9.88	4.26	2.54*
Play	7.90	3.04	7.96	2.98	7.95	3.28	8.43	3.22	0.39
Sentience	11.55	2.29	10.52	2.73	10.50	3.11	9.78	2.56	2.88*
Social Recognit.	7.81	3.53	7.93	3.68	7.98	3.21	8.18	3.76	0.10
Understanding	10.65	3.79	9.63	3.92	9.77	3.28	8.12	3.60	4.62**
Desirability	12.16	2.17	10.65	2.80	11.78	2.42	11.51	1.98	3.26*

* $p < .05$, ** $p < .01$

Table 21

Means, Standard Deviations and F Values of Reid-Ware Locus of Control and Gender-Role Adherence Variables Between Four Work-Pattern Groups of Women

Personality Variable	Career only Group (N=31)		Integrated Group (N=46)		Sequential Group (N=109)		Marriage only Group (N=67)		Significance of overall difference
	M	SD	M	SD	M	SD	M	SD	
<u>Locus of Control</u>									
Self-Control	4.16	2.35	5.15	2.05	4.31	2.22	3.73	2.09	3.93**
Social Systems	4.97	2.48	5.85	2.78	5.58	2.58	6.10	2.93	1.38
Fatalism	3.39	2.92	4.24	2.70	3.76	2.89	4.52	2.86	1.59
<u>Gender-Role Orientation</u>									
Feminine	14.65	3.95	17.45	2.73	17.03	3.04	17.24	3.30	5.97***
Masculine	17.19	5.32	14.83	4.78	14.09	4.54	14.19	4.76	3.70**
Self-Esteem	16.71	3.27	14.46	4.56	15.53	3.80	14.64	4.42	2.60*

*p<.05, **p<.01, ***p<.001

Group #3 on Achievement, $t=3.25$, $p<.01$, Autonomy, $t=4.63$, $p<.0001$, Change, $t=2.21$, $p<.05$, Endurance, $t=2.62$, $p<.01$, Sentience, $t=2.07$, $p<.05$, Masculinity, $t=3.23$, $p<.01$, and marginally higher than Group #3 on Aggression, $t=1.94$, $p<.06$, and Order, $t=1.74$, $p<.08$. Group #1 was significantly lower than Group #3 on Affiliation, $t=-3.28$, $p<.001$, Harm-avoidance, $t=-2.36$, $p<.05$, Nurturance, $t=-2.85$, $p<.01$, Succorance, $t=-3.14$, $p<.01$, and Femininity, $t=-3.10$, $p<.01$. There were no significant differences between these two groups on the remaining personality variables.

3). Group #1 was significantly higher than Group #4 on Achievement, $t=4.15$, $p<.0001$, Aggression, $t=2.49$, $p<.05$, Autonomy, $t=5.41$, $p<.0001$, Change, $t=3.01$, $p<.01$, Endurance, $t=2.87$, $p<.01$, Sentience, $t=3.29$, $p<.001$, Understanding, $t=3.17$, $p<.01$, Masculinity, $t=2.79$, $p<.01$, Self-Esteem, $t=2.32$, $p<.05$, and marginally higher than Group #4 on Dominance, $t=1.72$, $p<.09$, Social Systems Control, $t=-1.87$, $p<.06$, and Fatalism, $t=-1.82$, $p<.07$. Group #1 was significantly lower than Group #4 on Abasement, $t=-2.56$, $p<.01$, Affiliation, $t=-3.66$, $p<.001$, Nurturance, $t=-2.81$, $p<.01$, Succorance, $t=-3.71$, $p<.001$, Femininity, $t=-3.40$, $p<.001$, and

marginally lower than Group #4 on Harmavoidance, $t=-1.71$, $p<.09$. Differences between these two groups on the other PRF variables were not significant.

4). Group #2 was significantly higher than Group #3 on Abasement, $t=2.42$, $p<.05$, and marginally higher than Group #3 on Achievement, $t=1.81$, $p<.07$, and Endurance, $t=1.77$, $p<.07$. Group #2 was significantly lower than Group #3 on Desirability, $t=-2.52$, $p<.01$, Self-Control, $t=2.20$, $p<.05$, and marginally lower than Group #3 on Affiliation, $t=-1.77$, $p<.07$, and Exhibition, $t=-1.73$, $p<.09$. There were no significant differences on the remaining personality variables between these two groups.

5). Group #2 was significantly higher than Group #4 on Achievement, $t=3.01$, $p<.01$, Endurance, $t=2.16$, $p<.05$, and Understanding, $t=2.11$, $p<.05$. Group #2 was significantly lower than Group #4 on Affiliation, $t=-2.19$, $p<.05$, Self-Control, $t=3.57$, $p<.001$, and marginally lower than Group #4 on Exhibition, $t=-1.79$, $p<.07$, Order, $t=-1.80$, $p<.07$, and Desirability, $t=-1.79$, $p<.07$. Differences between these two groups on the other PRF variables were not significant.

6). Group #3 was significantly higher than

Group #4 on Understanding, $t=-3.12$, $p<.01$, and marginally higher than Group #4 on Achievement, $t=-1.76$, $p<.08$, Autonomy, $t=-1.80$, $p<.07$, and Self-Control, $t=-1.72$, $p<.09$. Group #3 was significantly lower than Group #4 on Abasement, $t=3.47$, $p<.001$, Order, $t=2.45$, $p<.05$, and marginally lower than Group #4 on Fatalism, $t=1.70$, $p<.09$. There were no significant differences on the remaining personality variables between the two groups. (These t-tests are summarized in Table 22 and Table 23.)

The Masculinity and Femininity scores were used to sort out the subjects on gender-role orientation. The cutting points were 16 (and greater) and 15 (and less) on the masculinity scale, and 17 (and greater) and 16 (and less) on the femininity scale. Those who were both high on Masculinity and Femininity were classified as Androgynous, and those who were both low on Masculinity and Femininity were categorized as Undifferentiated. Those who were high on Masculinity and low on Femininity were classified as Masculine, and those who were high on Femininity and low on Masculinity were categorized as Feminine. A Chi-square analysis revealed that the difference among the four groups was significant

Table 22

Two-Tailed T-Tests of Differences Between the Four Work-Pattern Groups of Women on Personality Variables

PRF Trait	#1 vs. #2	#1 vs. #3	#1 vs. #4	#2 vs. #3	#2 vs. #4	#3 vs. #4
	t	t	t	t	t	t
Abasement	-1.99*	-0.38	-2.56**	2.42*	-0.66	3.47***
Achievement	1.51	3.25**	4.15****	1.81	3.01**	-1.76
Affiliation	-1.57	-3.28***	-3.66***	-1.77	-2.19*	0.60
Aggression	1.36	1.94	2.49*	0.18	1.08	-1.26
Autonomy	4.52****	4.63****	5.41****	0.74	0.79	-1.80
Change	1.81	2.21*	3.01**	0.13	1.19	-1.34
Cognitive Struct.	0.94	0.79	1.35	-0.38	0.41	-0.95
Defendence	0.41	0.56	1.02	0.14	0.63	-0.66
Dominance	0.59	1.06	1.72	0.41	1.14	-0.99
Endurance	1.06	2.62**	2.87**	1.77	2.16*	-0.67
Exhibition	0.55	-0.95	-1.10	-1.73	-1.79	0.26
Harmavoidance	-0.75	-2.36*	-1.71	-1.53	-0.95	-0.45
Impulsivity	0.46	1.02	0.46	0.54	-0.10	0.75
Nurturance	-3.25**	-2.85**	-2.81**	0.84	0.90	-0.15
Order	1.33	1.74	-0.04	0.13	-1.80	2.45*
Play	-0.08	-0.08	-0.77	0.00	-0.80	0.95
Sentience	1.72	2.07*	3.29***	0.05	1.48	-1.59
Social Recognition	-0.15	-0.26	-0.46	-0.08	-0.34	0.37
Succorance	-2.47*	-3.14**	-3.71***	-0.11	-1.27	1.51
Understanding	1.13	1.26	3.17**	-0.23	2.11*	-3.12**
Desirability	2.53**	0.79	1.47	-2.52**	-1.79	-0.77

*p<.05, **p<.01, ***p<.001, ****p<.0001 #1=Career only, #2=Integrated career-and-child-rearing, #3=Sequential career-and-childrearing, #4=Marriage only

Table 23

Two-Tailed T-Tests of Differences Between the Four Work-Pattern Groups of Women on Personality Variables

	#1 vs. #2	#1 vs. #3	#1 vs. #4	#2 vs. #3	#2 vs. #4	#3 vs. #4
	t	t	t	t	t	t
<u>Locus of Control</u>						
Self-Control	-1.96*	-0.32	0.91	2.20*	3.57***	-1.72
Social Systems	-1.42	-1.17	-1.87	0.58	-0.47	1.25
Fatalism	-1.31	-0.63	-1.82	0.96	-0.53	1.70
<u>Gender-Role Orientation</u>						
Feminine	-3.44***	-3.10**	-3.40***	0.83	0.37	0.43
Masculine	2.04*	3.23**	2.79**	0.91	0.69	0.14
Self-Esteem	2.52**	1.56	2.32*	-1.52	-0.22	-1.42

*p<.05, **p<.01, ***p<.001

#1=Career only, #2=Integrated career-and-childrearing, #3=Sequential career-and-childrearing, #4=Marriage only

(Chi-square=23.73, $p < .005$). As anticipated in hypothesis #2 and hypothesis #4, there were more Masculine women in the Career-only group, more Feminine women in the Marriage-only group, and more Undifferentiated women in the Sequential-career-and-childrearing group. However, there were not more Androgynous women in the Integrated-career-and-childrearing group as had originally been predicted (Table 24).

Parenthetically, a two-tailed t-test indicated that Masculine women were significantly higher than Feminine and Undifferentiated women on Self-Esteem, $t = -4.89$, $p < .0001$ and $t = 2.17$, $p < .05$, and that Feminine women were significantly lower than Androgynous women on the same variable, $t = 2.89$, $p < .01$. Differences between the other groups were not significant (Table 25).

The above t-tests and Chi-square analysis have shown that Career-only women were the highest on Achievement, Autonomy, Masculinity, and had the greatest percentage of Masculine individuals among the groups. Integrated-career-and-childrearing women were not the highest on Endurance and internal Locus of Control, and did not have the greatest percentage of Androgynous individuals among the

Table 24

Comparisons of Groups by Gender-Role Orientation

GROUPS	<u>GENDER</u>				TOTAL
	Androgynous	Feminine	Masculine	Undifferentiated	
Career	4 12.90	6 19.35	16 51.61	5 16.13	31 12.25
Integrated	10 21.74	19 41.30	11 23.91	6 13.04	46 18.18
Sequential	26 23.85	44 40.37	15 13.76	24 22.02	109 43.08
Marriage	11 16.42	31 46.27	16 23.88	9 13.43	67 26.48
TOTAL	51 20.16	100 39.53	58 22.92	44 17.39	253 100.00

Chi-square=23.729 DF=9 p=.0048

Table 25

Two-Tailed T-Tests of Differences Between Feminine, Masculine, Androgynous, and Undifferentiated Participants on Self-Esteem

	F vs. M	F vs. A	F vs. U	M vs. A	M vs. U	A vs. U
	<u>t</u>	<u>t</u>	<u>t</u>	<u>t</u>	<u>t</u>	<u>t</u>
Self-Esteem	-4.89****	2.89**	-1.73	-1.57	2.17*	0.74

*p<.05, **p<.01, ***p<.001, ****p<.0001

F=Feminine, M=Masculine, A=Androgynous, U=Undifferentiated

groups. Therefore, hypothesis #2 has been confirmed in the areas of Achievement, Autonomy and Masculinity, but not in the areas of Endurance, Androgyny and Internality. Moreover, Marriage-only women were the highest on Abasement but not the highest on Nurturance. And, even though they did not have the highest mean score on Femininity, they had the greatest percentage of Feminine individuals among the groups. Sequential-career-and-childrearing women were not the highest on Succorance and external Locus of Control, but they had the greatest percentage of Undifferentiated individuals among the groups. Thus, hypothesis #4 has been supported in the areas of Abasement, Femininity and Undifferentiatedness, but not in the areas of Nurturance, Succorance and Externality.

Correlational analyses between PRF, LOC, and gender-role scores

Results of correlational analyses between PRF trait scores, locus of control scores, and gender-role orientation scores indicated that Masculinity was positively correlated with Achievement ($r=.44$, $p<.0001$), Autonomy ($r=.54$, $p<.0001$), Dominance ($r=.62$, $p<.0001$), Endurance ($r=.36$, $p<.0001$), Self-Esteem ($r=.37$, $p<.0001$), and negatively correlated with Succorance ($r=-.48$, $p<.0001$), Social Systems Control ($r=-.25$, $p<.0001$),

and Fatalism ($r = -.18$, $p < .01$). Femininity was positively correlated with Abasement ($r = .23$, $p < .001$), Affiliation ($r = .28$, $p < .0001$), Nurturance ($r = .49$, $p < .0001$), Succorance ($r = .50$, $p < .0001$), Self-Control ($r = .13$, $p < .05$), and negatively correlated with Autonomy ($r = -.46$, $p < .0001$) and Self-Esteem ($r = -.17$, $p < .01$). Self-Control was positively correlated with Succorance ($r = .22$, $p < .001$), and negatively correlated with Achievement ($r = -.14$, $p < .05$), Autonomy ($r = -.18$, $p < .01$), and Endurance ($r = -.16$, $p < .01$). Social Systems Control was positively correlated with Abasement ($r = .13$, $p < .05$), Succorance ($r = .18$, $p < .01$), and negatively correlated with Achievement ($r = -.26$, $p < .0001$), Autonomy ($r = -.14$, $p < .05$), Dominance ($r = -.29$, $p < .0001$), and Endurance ($r = -.23$, $p < .001$). Fatalism was positively correlated with Succorance ($r = .25$, $p < .0001$), and negatively correlated with Autonomy ($r = -.17$, $p < .01$). (These results are shown in Table 26).

Tests of the effect of race

In order to explore the effect of race on the obtained scores, two-tailed t-tests between white and black participants were conducted on all the variables. There were 235 whites and 18 blacks and other races. Black subjects were significantly

Table 26

Correlations among PRF Trait Scores, Locus of Control Variable Scores, and Gender-Role Orientation Scores

	Ac	Au	Do	En	Ab	Af	Nu	Su
Ac	1.00	0.24****	0.37****	0.50****	-0.05	0.02	0.12	-0.24****
Au		1.00	0.20**	0.19**	-0.13*	-0.14*	-0.20***	-0.61****
Do			1.00	0.24***	-0.28****	0.20***	0.08	-0.13*
En				1.00	0.04	0.06	0.14*	-0.32****
Ab					1.00	0.05	0.23***	0.07
Af						1.00	0.39****	0.14*
Nu							1.00	0.12*
Su								1.00
Sc								
Ssc								
Fa								
F								
M								
SE								

*p<.05, **p<.01, ***p<.001, ****p<.0001

Ac=Achievement, Au=Autonomy, Do=Dominance, En=Endurance, Ab=Abasement, Af=Affiliation, Nu=Nurturance, Su=Succorance, Sc=Self-Control, Ssc=Social Systems Control, Fa=Fatalism, F=Femininity, M=Masculinity, SE=Self-Esteem

Table 26 (Continued)

Correlations among PRF Trait Scores, Locus of Control Variable Scores, and Gender-Role Orientation Scores

	Sc	Ssc	Fa	F	M	SE
Ac	-0.14*	-0.26****	-0.09	-0.11	0.44****	0.27****
Au	-0.18**	-0.14*	-0.17**	-0.46****	0.54****	0.22***
Do	0.00	-0.29****	-0.06	-0.06	0.62****	0.32****
En	-0.16**	-0.23***	-0.08	-0.06	0.36****	0.30****
Ab	-0.00	0.13*	-0.00	0.23***	-0.11	-0.24****
Af	-0.08	-0.12	-0.03	0.28****	0.10	0.28****
Nu	-0.05	-0.09	-0.06	0.49****	0.01	0.03
Su	0.22***	0.18**	0.25****	0.50****	-0.48****	-0.27****
Sc	1.00	0.24****	0.33****	0.13*	-0.11	-0.32****
Ssc		1.00	0.42****	0.05	-0.25****	-0.28****
Fa			1.00	0.12	-0.18**	-0.28****
F				1.00	-0.25****	-0.17**
M					1.00	0.37****
SE						1.00

*p<.05, **p<.01, ***p<.001, ****p<.0001

higher than white subjects on Harmavoidance, $t=1.94$, $p<.05$ and Social Systems Control, $t=2.05$, $p<.05$. Blacks scored lower than whites on Aggression, $t=-2.51$, $p<.01$, Impulsivity, $t=-2.26$, $p<.05$, and Sentience, $t=-2.25$, $p<.05$. There were no significant differences between the two groups on the remaining personality variables. With the exception of Social Systems Control, none of the variables in which the two racial groups were significantly different were salient for work-pattern group membership (Table 27).

Tests of the effects of income, educational level, marital status, and religion

In a similar fashion, the effects of income, educational level, marital status, and religion were ascertained. With respect to marital status, there were 116 married women, 104 single individuals, and 33 divorced subjects. 1). Married women were significantly higher than single women on Harmavoidance, $t=3.71$, $p<.001$, and married women scored lower than single women on Change, $t=-2.49$, $p<.01$, Play, $t=-3.06$, $p<.01$, Sentience, $t=-3.87$, $p<.0001$, and Masculinity, $t=-2.18$, $p<.05$. Differences between these two groups on the other personality variables were not significant. 2). Married women were significantly higher than divorced women on Harmavoidance, $t=-2.70$, $p<.01$, Self-Control, $t=3.06$,

Table 27

Two-Tailed T-Tests of Differences Between White and Black, Married, Single, and Divorced Participants on Personality Variables

	Race		Marital Status	
	W vs. B	M vs. S	M vs. D	S vs. D
	t	t	t	t
Abasement	0.04	0.27	-0.12	0.05
Achievement	-0.82	-0.82	-0.07	-0.62
Affiliation	-0.89	-0.34	0.80	0.58
Aggression	-2.51**	-0.42	0.73	0.47
Autonomy	0.18	-1.81	-0.34	-1.42
Change	1.37	-2.49**	2.45*	0.58
Cognitive Structure	1.52	0.16	-1.47	-1.36
Defence	-0.60	-0.27	-0.67	-0.88
Dominance	-0.21	-0.42	0.63	0.35
Endurance	-1.10	1.79	-1.83	-0.69
Exhibition	-0.30	-0.31	1.42	1.23
Harmavoidance	1.94*	3.71***	-2.70**	-0.15
Impulsivity	-2.26*	-1.77	2.72**	1.29
Nurturance	0.00	-1.18	0.72	-0.09
Order	1.08	-0.32	-1.16	-1.28
Play	-1.50	-3.06**	2.02*	-0.14
Sentience	-2.25*	-3.87****	4.63****	1.93
Social Recognition	-0.78	-0.73	0.63	0.03
Succorance	0.08	0.53	0.34	0.66
Understanding	-0.70	-0.45	0.94	0.64
Desirability	-1.52	-1.21	-0.27	-1.14
Self-Control	-0.03	-0.53	3.06**	2.90**
Social Systems Control	2.05*	0.39	-0.64	-0.35
Fatalism	-0.77	-0.24	-1.32	-1.41
Feminine	-1.02	0.49	0.34	0.67
Masculine	0.13	-2.18*	0.85	-0.63
Self-Esteem	-0.68	1.16	0.27	1.02

*p<.05, **p<.01, ***p<.001, ****p<.0001 W=White, B=Black, M=Married, S=Single, D=Divorced

$p < .01$, and married women scored lower than divorced women on Change, $t = 2.45$, $p < .05$, Impulsivity, $t = 2.72$, $p < .01$, Play, $t = 2.02$, $p < .05$, and Sentience, $t = 4.63$, $p < .0001$. There were no significant differences between these two groups on the remaining personality variables. 3). Single women were significantly higher than divorced women on Self-Control, $t = 2.90$, $p < .01$. Differences between the two groups on the other personality variables were not significant. With the exception of Masculinity and Self-Control, none of the variables in which the three groups were significantly different affected work-pattern group membership (Table 27).

With regard to educational level, 109 women hoped to get a B.A. degree, 85 expected to receive an M.A. degree, and 59 wanted to have a Ph.D. degree. 1). Those who aspired to a B.A. degree scored lower than those who aspired to an M.A. degree on Achievement, $t = -2.08$, $p < .05$, Autonomy, $t = -3.81$, $p < .001$, Change, $t = -3.89$, $p < .0001$, Dominance, $t = -1.94$, $p < .05$, Sentience, $t = -3.16$, $p < .01$, Understanding, $t = -6.80$, $p < .0001$, Desirability, $t = -1.94$, $p < .05$, and Masculinity, $t = -2.18$, $p < .05$. There were no significant differences between these two groups on the remaining personality variables. 2). Those who aspired to a B.A. degree

were significantly higher than those who aspired to a Ph.D. degree on Harmavoidance, $t=2.15$, $p<.05$ and Femininity, $t=2.44$, $p<.05$. Those who aspired to a B.A. degree scored lower than those who aspired to a Ph.D. degree on Achievement, $t=-4.15$, $p<.0001$, Autonomy, $t=-4.04$, $p<.0001$, Change, $t=-4.46$, $p<.0001$, Dominance, $t=-3.90$, $p<.0001$, Sentience, $t=-4.36$, $p<.0001$, Understanding, $t=-7.19$, $p<.0001$, Social Systems Control, $t=3.40$, $p<.001$, and Masculinity, $t=-4.09$, $p<.0001$. Differences between the two groups on the other personality variables were not significant. 3). Those who aspired to an M.A. degree scored lower than those who aspired to a Ph.D. degree on Achievement, $t=-2.09$, $p<.05$, Impulsivity, $t=-2.14$, $p<.05$, and Masculinity, $t=-2.29$, $p<.05$. There were no significant differences between the two groups on the remaining personality variables. The above findings indicate that the aspired education levels are related to some personality variables that are salient for work-pattern group membership (Table 28).

As for income, 1). those who were in the \$25,000-\$35,000. bracket scored lower than those who were in the \$5,000-\$15,000. bracket on Play, $t=-2.52$, $p<.01$. Differences between the two groups on the

Table 28

Two-Tailed T-Tests of Differences Between Aspired Education Levels on Personality Variables

	BA vs. MA	BA vs. PhD	MA vs. PhD
	t	t	t
Abasement	1.38	1.76	0.43
Achievement	-2.08*	-4.15****	-2.09*
Affiliation	-0.76	1.13	1.76
Aggression	-1.00	-1.63	-0.66
Autonomy	-3.81***	-4.04****	-0.70
Change	-3.89****	-4.46****	-1.15
Cognitive Structure	-0.72	1.23	1.65
Defendence	-0.70	-0.81	-0.16
Dominance	-1.94*	-3.90****	-1.91
Endurance	0.07	-1.07	-1.09
Exhibition	-1.45	-1.66	-0.36
Harmavoidance	0.70	2.15*	1.46
Impulsivity	1.11	-1.42	-2.14*
Nurturance	-0.98	0.14	0.95
Order	0.24	0.87	0.61
Play	0.22	1.38	1.16
Sentience	-3.16**	-4.36****	-1.33
Social Recognition	0.55	-0.46	-0.84
Succorance	1.25	1.87	0.70
Understanding	-6.80****	-7.19****	-1.33
Desirability	-1.94*	-1.74	0.20
Self-Control	0.97	1.78	0.83
Social Systems Control	1.42	3.40***	1.89
Fatalism	0.07	0.45	0.37
Femininity	0.61	2.44*	1.82
Masculinity	-2.18*	-4.09****	-2.29*
Self-Esteem	-0.49	-1.75	-1.22

*p<.05, **p<.01, ***p<.001, ****p<.0001

other personality variables were not significant.

2). Those who were in the \$35,000-\$50,000. bracket scored lower than those who were in the \$5,000-\$15,000. bracket on Sentience, $t=-2.28$, $p<.05$. There were no significant differences between these two groups on the remaining variables. 3). Those who were in the over \$50,000. bracket scored higher than those who were in the \$25,000-\$35,000. bracket on Exhibition, $t=-2.29$, $p<.05$. Differences between the two groups on the other personality variables were not significant. 4). Those who were in the over \$50,000. bracket scored lower than those who were in the \$35,000-\$50,000. bracket on Abasement, $t=2.02$, $p<.05$. There were no significant differences between the two groups on the remaining personality variables. With the exception of Abasement, income level is not correlated with personality variables that are important for determining work-pattern group membership (Table 29).

With regard to religious preference, there were 140 Catholics, 51 Protestants, and 8 Jews. In addition to the above, 22 had another religious denomination, 31 had no religious preference, and one subject did not indicate her choice. 1). Protestants were significantly lower than Catholics

Table 29

Two-Tailed T-Tests of Differences Between Various Income Levels on Personality Variables

	\$5-15 vs. 15-25	\$5-15 vs. 25-35	\$5-15 vs. 35-50	\$5-15 vs. 50+	\$15-25 vs. 25-35
	t	t	t	t	t
Abasement	0.67	-1.25	0.56	-1.34	1.91
Achievement	1.35	0.95	1.15	1.48	0.36
Affiliation	-1.45	-0.69	-0.09	-0.48	-0.68
Aggression	-1.94	-1.18	-0.72	-0.85	-0.73
Autonomy	0.73	1.56	0.59	0.19	-0.72
Change	-0.88	-1.30	-0.86	-0.34	0.42
Cognitive Structure	0.99	0.94	0.95	0.82	0.03
Defendence	-0.33	-0.82	-0.46	1.34	0.55
Dominance	-0.65	-0.64	0.73	0.42	0.02
Endurance	1.12	1.19	0.69	1.09	-0.21
Exhibition	-0.78	-1.56	0.39	1.23	0.73
Harmavoidance	1.16	1.67	1.69	1.68	-0.52
Impulsivity	-0.85	-1.09	-0.02	0.13	0.35
Nurturance	-0.32	-1.38	-0.09	-1.02	1.04
Order	0.51	0.49	0.60	0.79	-0.01
Play	-1.09	-2.52**	-0.86	-1.30	1.42
Sentience	-0.72	-1.24	-2.28*	-0.51	0.57
Social Recognition	0.44	1.05	-1.09	1.42	-0.66
Succorance	0.58	-1.14	-0.26	-0.25	1.63
Understanding	-1.93	-0.28	-1.10	-0.30	-1.46
Desirability	-0.92	-0.66	0.18	-0.07	-0.16
Self-Control	-1.71	-1.04	-1.53	-1.21	-0.53
Social Systems Control	1.06	1.55	-0.01	0.12	-0.54
Fatalism	0.98	0.08	-0.51	0.28	0.83
Femininity	0.32	-0.96	-0.03	0.46	1.18
Masculinity	-0.51	-1.68	0.38	-0.77	1.22
Self-Esteem	0.52	1.33	1.58	-0.37	-0.89

*p<.05, **p<.01

Income is expressed in thousands of dollars.

Table 29 (Continued)

Two-Tailed T-Tests of Differences Between Various Income Levels on Personality Variables

	\$15-25 vs. 35-50	\$15-25 vs. 50+	\$25-35 vs. 35-50	\$25-35 vs. 50+	\$35-50 vs. 50+
	t	t	t	t	t
Abasement	0.07	1.67	-1.87	0.71	2.02*
Achievement	0.06	-0.67	-0.27	-0.91	-0.72
Affiliation	-1.11	-0.35	-0.50	0.06	0.36
Aggression	-0.94	-0.31	-0.31	0.13	0.32
Autonomy	0.07	0.25	0.77	0.80	0.22
Change	0.09	-0.18	-0.29	-0.44	-0.22
Cognitive Structure	-0.04	-0.16	-0.07	-0.18	-0.13
Defendence	0.19	-1.69	-0.30	-1.79	-1.70
Dominance	-1.25	-0.79	-1.22	-0.78	0.07
Endurance	0.24	-0.62	0.39	-0.44	-0.68
Exhibition	-1.02	-1.62	-1.73	-2.29*	-0.88
Harmavoidance	-0.66	-0.89	-0.18	-0.55	-0.37
Impulsivity	-0.69	-0.67	-0.89	-0.80	-0.13
Nurturance	-0.18	0.76	-1.05	0.04	0.86
Order	-0.16	-0.52	-0.15	-0.51	-0.42
Play	-0.02	0.61	-1.17	-0.27	0.52
Sentience	1.62	0.06	0.98	-0.30	-1.01
Social Recognition	1.46	-1.19	1.81	-0.64	-1.92
Succorance	0.73	0.59	-0.71	-0.44	0.07
Understanding	-0.51	-0.80	0.76	0.11	-0.40
Desirability	-0.95	-0.44	-0.72	-0.31	0.17
Self-Control	0.10	0.19	0.54	0.50	0.10
Social Systems Control	1.02	0.54	1.59	0.94	-0.15
Fatalism	1.38	0.30	0.55	-0.22	-0.63
Femininity	0.29	-0.23	-0.79	-1.07	-0.46
Masculinity	-0.81	0.49	-1.78	-0.26	-0.94
Self-Esteem	-1.22	0.71	-0.45	1.27	1.41

*p<.05

Income is expressed in thousands of dollars.

on Fatalism, $t=2.98$, $p<.01$. There were no significant differences between the two groups on the remaining personality variables. 2). Protestants were significantly higher than Jews on Play, $t=-2.42$, $p<.05$, and significantly lower than Jews on Change, $t=2.09$, $p<.05$. Differences between the two groups on the other personality variables were not significant. 3). Protestants were significantly higher than those who had another religious denomination on Social Recognition, $t=-2.44$, $p<.05$. There were no significant differences between the two groups on the remaining personality variables. 4). Those who indicated no religious preference were significantly higher than Protestants on Autonomy, $t=3.10$, $p<.01$, and Protestants were significantly higher than those who indicated no religious preference on Social Recognition, $t=-2.13$, $p<.05$. Differences between the two groups on the other personality variables were not significant. 5). Jews were significantly higher than Catholics on Change, $t=-2.61$, $p<.05$, Harmavoidance, $t=-2.90$, $p<.01$, and significantly lower than Catholics on Play, $t=2.22$, $p<.05$. There were no significant differences between the two groups on the remaining personality variables. 6). Catholics were significantly

higher than those who had another religious denomination on Affiliation, $t=2.05$, $p<.05$, Cognitive Structure, $t=2.06$, $p<.05$, Social Recognition, $t=2.01$, $p<.05$, and significantly lower than those who had another religious denomination on Autonomy, $t=-1.99$, $p<.05$. Differences between the two groups on the other personality variables were not significant. 7). Catholics were significantly higher than those who indicated no religious preference on Order, $t=2.15$, $p<.05$, and significantly lower than those who indicated no religious preference on Autonomy, $t=-3.57$, $p<.001$ and Understanding, $t=-2.36$, $p<.05$. There were no significant differences between the two groups on the remaining personality variables. 8). Jews were significantly higher than those who had another religious denomination on Harmavoidance, $t=2.17$, $p<.05$ and Succorance, $t=2.02$, $p<.05$. Differences between the two groups on the other personality variables were not significant. 9). Jews were significantly higher than those who indicated no religious preference on Harmavoidance, $t=2.90$, $p<.01$, and significantly lower than those who indicated no religious preference on Play, $t=-2.11$, $p<.05$. There were no significant differences between the two groups on the remaining

personality variables. These findings indicate that religious preference is related to some personality variables which are salient for work-pattern group membership (Table 30).

As for religious beliefs, 1). Believers were significantly higher than Non-Believers on Harmavoidance, $t=-3.19$, $p<.01$, Nurturance, $t=-2.09$, $p<.05$, Desirability, $t=-2.72$, $p<.01$, Self-Control, $t=2.47$, $p<.01$, and Self-Esteem, $t=-1.99$, $p<.05$. Believers were significantly lower than Non-Believers on Aggression, $t=4.46$, $p<.0001$, Autonomy, $t=3.03$, $p<.01$, Defence, $t=2.13$, $p<.05$, Impulsivity, $t=3.47$, $p<.01$, Play, $t=2.45$, $p<.05$, Sentience, $t=2.66$, $p<.01$ and Understanding, $t=3.33$, $p<.001$. Differences between the two groups on the other personality variables were not significant. 2). Believers were significantly higher than those who had ambivalent feelings about their religion on Abasement, $t=-2.84$, $p<.01$, Nurturance, $t=-2.52$, $p<.01$, Desirability, $t=-4.04$, $p<.0001$, Self-Control, $t=3.69$, $p<.001$, and significantly lower than those who had ambivalent feelings about their religion on Aggression, $t=3.29$, $p<.001$. There were no significant differences between the two groups on the remaining personality variables. 3). Non-Believers were significantly

Table 30

Two-Tailed T-Tests of Differences Between Various Religious Groups on Personality Variables

	P vs. C	P vs. J	P vs. O	P vs. N	C vs. J
	t	t	t	t	t
Abasement	-0.19	-0.57	-0.61	-0.69	0.59
Achievement	-0.30	0.11	0.10	-0.91	-0.26
Affiliation	1.51	-0.84	-0.78	0.15	1.67
Aggression	-0.04	0.41	-1.49	0.50	-0.41
Autonomy	0.06	1.67	1.76	3.10**	-1.77
Change	-0.17	2.09*	0.24	0.57	-2.61*
Cognitive Structure	0.35	-1.09	-1.72	-1.16	1.21
Defendence	0.41	1.61	-0.94	0.60	-1.35
Dominance	-0.85	-1.80	-0.71	-1.52	1.59
Endurance	-1.34	-0.76	-0.44	-0.75	0.14
Exhibition	0.20	-1.00	0.05	-0.46	1.16
Harmavoidance	-0.61	1.15	-0.60	-1.16	-2.90**
Impulsivity	0.09	-0.54	-0.51	1.65	0.61
Nurturance	1.63	1.00	0.32	0.37	-0.46
Order	0.39	-1.20	0.17	-1.55	1.46
Play	-0.53	-2.42*	-1.35	-0.41	2.22*
Sentience	-0.19	0.65	-0.83	0.86	-0.75
Social Recognition	-0.70	-1.05	-2.44*	-2.13*	0.70
Succorance	0.73	1.14	-1.23	-0.06	-0.89
Understanding	-0.43	1.18	1.08	1.74	-1.43
Desirability	0.24	-1.50	-0.07	-0.70	1.90
Self-Control	0.59	-1.24	-1.11	0.59	1.46
Social Systems Control	1.10	1.29	0.89	0.32	-0.80
Fatalism	2.98**	-0.08	-0.02	1.77	1.20
Femininity	1.58	0.99	-0.48	0.36	-0.34
Masculinity	-0.07	-1.17	0.55	0.86	1.18
Self-Esteem	1.05	-1.44	0.95	-0.30	1.49

* $p < .05$, ** $p < .01$ P=Protestant, C=Catholic, J=Jewish, O=Other, N=None

Table 30 (Continued)

Two-Tailed T-Tests of Differences Between Various Religious Groups on Personality Variables

	C vs. O	C vs. N	J vs. O	J vs. N	O vs. N
	t	t	t	t	t
Abasement	0.63	0.70	-0.16	-0.23	0.04
Achievement	-0.34	0.93	0.04	0.55	-0.76
Affiliation	2.05*	1.10	-0.25	-1.00	0.88
Aggression	1.51	-0.58	1.30	0.09	1.67
Autonomy	-1.99*	-3.57***	0.38	-0.16	0.81
Change	-0.37	-0.75	1.45	1.18	0.25
Cognitive Structure	2.06*	1.57	0.09	-0.30	0.54
Defence	1.28	-0.30	1.78	1.26	1.30
Dominance	0.19	1.08	-1.36	-0.99	-0.63
Endurance	-0.51	-0.22	-0.40	-0.21	-0.23
Exhibition	0.09	0.68	-1.06	-0.88	-0.49
Harmavoidance	0.24	0.82	2.17*	2.90**	-0.39
Impulsivity	0.64	-1.88	-0.17	-1.40	1.74
Nurturance	0.80	0.98	0.79	1.06	-0.01
Order	0.09	2.15*	-1.24	-0.24	-1.43
Play	1.11	0.03	-1.33	-2.11*	0.90
Sentience	0.78	-1.16	1.07	0.07	1.33
Social Recognition	2.01*	1.81	0.59	0.27	0.34
Succorance	1.92	0.66	2.02*	1.07	1.03
Understanding	-1.51	-2.36*	0.54	0.16	0.50
Desirability	0.26	1.11	-1.45	-0.92	-0.52
Self-Control	1.57	-0.19	-0.44	-1.29	1.34
Social Systems Control	-0.11	0.56	0.71	1.06	-0.56
Fatalism	1.85	0.05	-0.06	-1.03	1.47
Femininity	1.69	0.91	1.26	0.85	0.77
Masculinity	-0.65	-1.03	-1.67	-1.91	0.21
Self-Esteem	-0.32	1.27	-1.59	-1.25	-1.42

* $p < .05$, ** $p < .01$, *** $p < .001$ P=Protestant, C=Catholic, J=Jewish, O=Other, N=None

higher than those who had ambivalent feelings about their religion on Aggression, $t=-2.13$, $p<.05$, Autonomy, $t=-2.36$, $p<.05$, Impulsivity, $t=-2.81$, $p<.01$, Play, $t=-2.37$, $p<.05$, Sentience, $t=-3.17$, $p<.01$, and Understanding, $t=-2.77$, $p<.01$. Non-Believers scored lower than those who had ambivalent feelings about their religion on Harmavoidance, $t=2.99$, $p<.01$ and Self-Esteem, $t=2.05$, $p<.05$. Differences between the two groups on the other personality variables were not significant. These results show that religious beliefs are related to some personality variables that are important for determining work-pattern group membership (Table 31).

Tests of group membership

Multiple regression analyses on the eight PRF traits specified in the hypotheses, the three locus of control variables, and the two gender-role variables were also undertaken to predict membership in each of the four subgroups. The results indicated that 1). Autonomy, Nurturance, Achievement, and Affiliation were significant predictors of Group #1. High scores on Autonomy and Achievement, and low scores on Nurturance and Affiliation characterized Career-only women. 2). Self-Control and Achievement were important determinants of Group #2. High scores on Achievement and somewhat low scores on Self-Control

Table 31

Two-Tailed T-Tests of Differences Between Believers and Non-Believers on Personality Variables

	Yes vs. No	Yes vs. Mixed	No vs. Mixed
	t	t	t
Abasement	-0.75	-2.84**	-1.12
Achievement	-0.24	-0.73	-0.22
Affiliation	-0.17	-1.57	-0.82
Aggression	4.46****	3.29***	-2.13*
Autonomy	3.03**	1.05	-2.36*
Change	1.31	0.50	-0.87
Cognitive Structure	-0.99	0.67	1.28
Defendence	2.13*	1.20	-1.45
Dominance	1.23	0.42	-1.06
Endurance	-0.20	-0.86	-0.35
Exhibition	1.84	0.96	-1.17
Harmavoidance	-3.19**	-0.23	2.99**
Impulsivity	3.47**	1.85	-2.81**
Nurturance	-2.09*	-2.52**	0.36
Order	-1.93	-0.73	1.38
Play	2.45*	0.26	-2.37*
Sentience	2.66**	-1.21	-3.17**
Social Recognition	0.80	1.09	-0.08
Succorance	0.88	-0.09	-0.96
Understanding	3.33***	0.08	-2.77**
Desirability	-2.72**	-4.04****	0.58
Self-Control	2.47**	3.69***	-0.23
Social Systems Control	-0.63	1.18	1.39
Fatalism	0.96	1.54	0.03
Femininity	-1.60	-1.46	0.61
Masculinity	1.61	0.87	-0.93
Self-Esteem	-1.99*	-0.22	2.05*

* $p < .05$, ** $p < .01$, *** $p < .001$, **** $p < .0001$ Yes=Believes with a fairly strong faith in the precepts of her chosen religion, No=Non-Believer, Mixed=Ambivalent feelings

set apart Integrated-career-and-childrearing women. 3). Abasement, Masculinity and Affiliation were significant predictors of Group #3. High scores on Affiliation and low scores on Abasement and Masculinity differentiated Sequential-career-and-childrearing women. 4). Achievement, Abasement, Self-Control, Fatalism, Autonomy and Masculinity were important determinants of Group #4. High scores on Abasement, Self-Control and Fatalism, and low scores on Achievement, Autonomy and Masculinity distinguished Marriage-only women. These findings corroborate what has been found earlier in the other analyses (Table 32).

Tests between current and future mothers

Finally, two-tailed t-tests between women who already have children and women who want children in the future were conducted on all the variables. The results showed that current mothers were significantly higher than future mothers on Harm-avoidance, $t=2.99$, $p<.01$, and they were significantly lower than future mothers on Autonomy, $t=-2.17$, $p<.05$, Change, $t=-2.23$, $p<.05$, Exhibition, $t=-1.96$, $p<.05$, Nurturance, $t=-2.00$, $p<.05$, Play, $t=-3.92$, $p<.0001$, Sentience, $t=-3.29$, $p<.001$, and Masculinity, $t=-2.92$, $p<.01$. Therefore, future mothers are somewhat more nurturant, autonomous and masculine than current

Table 32

Multiple Regression Analyses Predicting Membership in the Four Work-Pattern Groups

Group and Variable	Multiple R	R ²	R ² Change	Beta	F	df
<u>Career-only (#1)</u>						
Autonomy	.33	.11	.11	0.03	30.97****	1,251
Nurturance	.37	.14	.03	-0.02	20.41****	2,250
Achievement	.41	.17	.03	0.02	16.86****	3,249
Affiliation	.42	.18	.01	-0.01	13.51****	4,248
<u>Integrated-career-and-childrearing (#2)</u>						
Self-Control	.18	.03	.03	0.03	8.76**	1,251
Achievement	.23	.05	.02	0.02	7.08***	2,250
<u>Sequential-career-and-childrearing (#3)</u>						
Abasement	.17	.03	.03	-0.03	7.82**	1,251
Masculinity	.21	.04	.01	-0.01	5.79**	2,250
Affiliation	.24	.05	.01	0.02	5.20**	3,249
<u>Marriage-only (#4)</u>						
Achievement	.20	.04	.04	-0.03	10.26**	1,251
Abasement	.27	.07	.03	0.03	9.81****	2,250
Self-Control	.32	.10	.03	-0.04	9.70****	3,249
Fatalism	.36	.13	.03	0.03	9.28****	4,248
Autonomy	.38	.14	.01	-0.02	8.29****	5,247
Masculinity	.41	.16	.02	0.02	8.13****	6,246

*p<.05, **p<.01, ***p<.001, ****p<.0001 Variables stop being reported when R² change is less than .01.

mothers. None of the other variables in which the two groups were significantly different were salient for work-pattern group membership (Table 33).¹

PRF profiles for each group

In order to facilitate analysis of the psychological make-up of each of the four work-pattern groups of women, group means on the PRF trait scores were graphed on a PRF profile sheet, normed for female subjects. When the mean PRF profile of Career-only women was examined separately, the highest scores were found to be Achievement, Aggression, Autonomy, Dominance, Order and Social Desirability, and the lowest scores were Abasement, Affiliation, Nurturance, Play and Succorance (Figure 1).

The highest scores for Integrated-career-and-childrearing women turned out to be Achievement, Aggression, Dominance and Nurturance, and the lowest scores were Abasement, Autonomy, Change and Play (Figure 2).

The peaks for Sequential-career-and-childrearing women proved to be Aggression, Cognitive Structure,

¹As a large number of separate t-tests were carried out, emphasis in the discussion section was accorded only to results significant at the .01 probability level or better. Since a high percentage of t-tests were significant at the .01 and .001 probability levels, it is highly unlikely that the total number of these significant results would have occurred by chance.

Table 33

Two-Tailed T-Tests of Differences Between Current and Future Mothers on Personality Variables

	t
Abasement	0.63
Achievement	1.60
Affiliation	-1.86
Aggression	-1.71
Autonomy	-2.17*
Change	-2.23*
Cognitive Structure	-0.70
Defendence	-1.20
Dominance	-1.16
Endurance	1.78
Exhibition	-1.96*
Harmavoidance	2.99**
Impulsivity	-0.96
Nurturance	-2.00*
Order	-0.78
Play	-3.92****
Sentience	-3.29***
Social Recognition	-1.13
Succorance	0.84
Understanding	-1.85
Desirability	-0.84
Self-Control	0.54
Social Systems Control	-0.54
Fatalism	-0.94
Femininity	0.29
Masculinity	-2.92**
Self-Esteem	1.07

*p<.05, **p<.01, ***p<.001, ****p<.0001

Current=Has children (N=97)
 Future=Wants children (N=125)

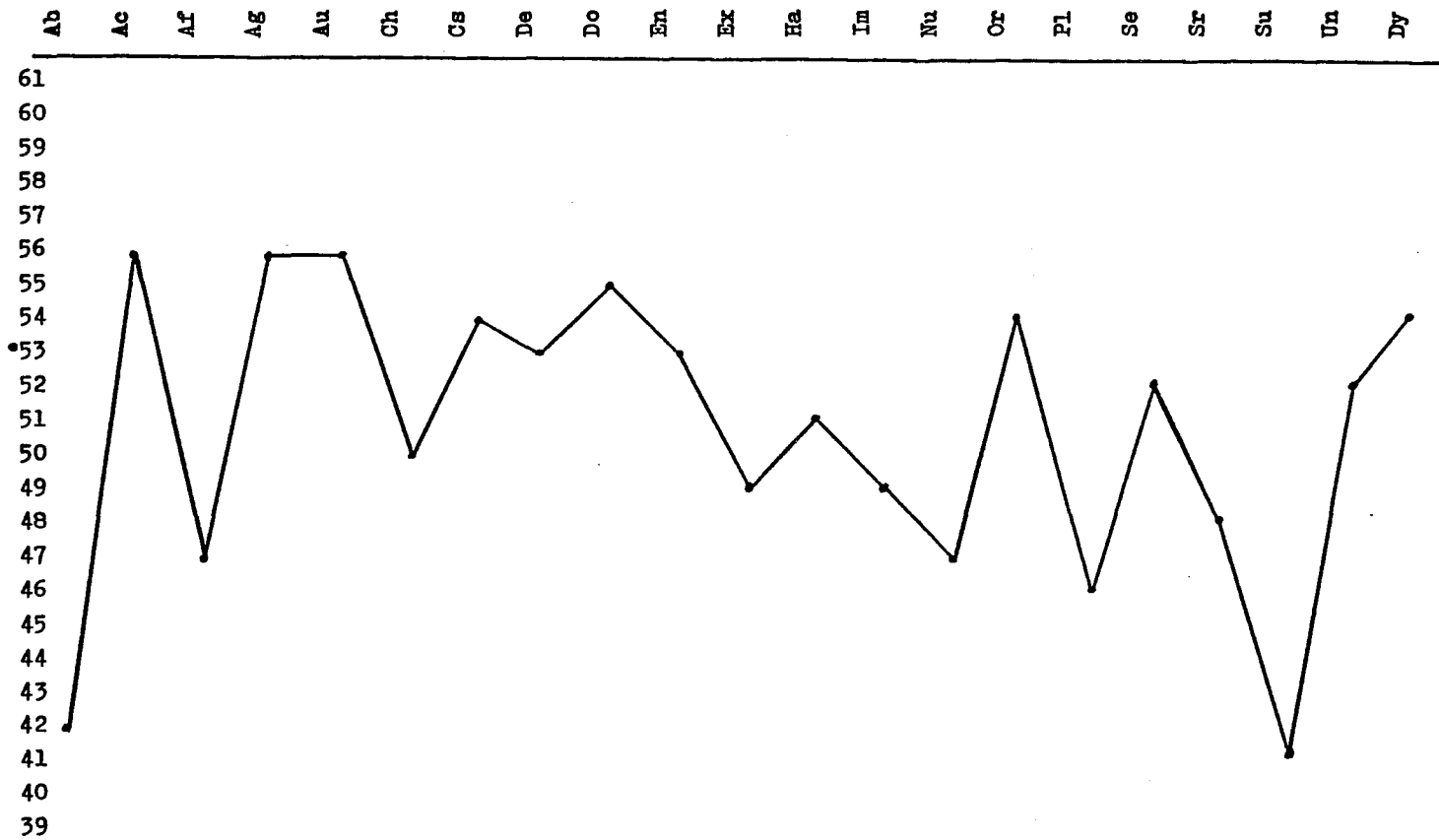


Figure 1
 Mean PRF Profile of Career-only Women

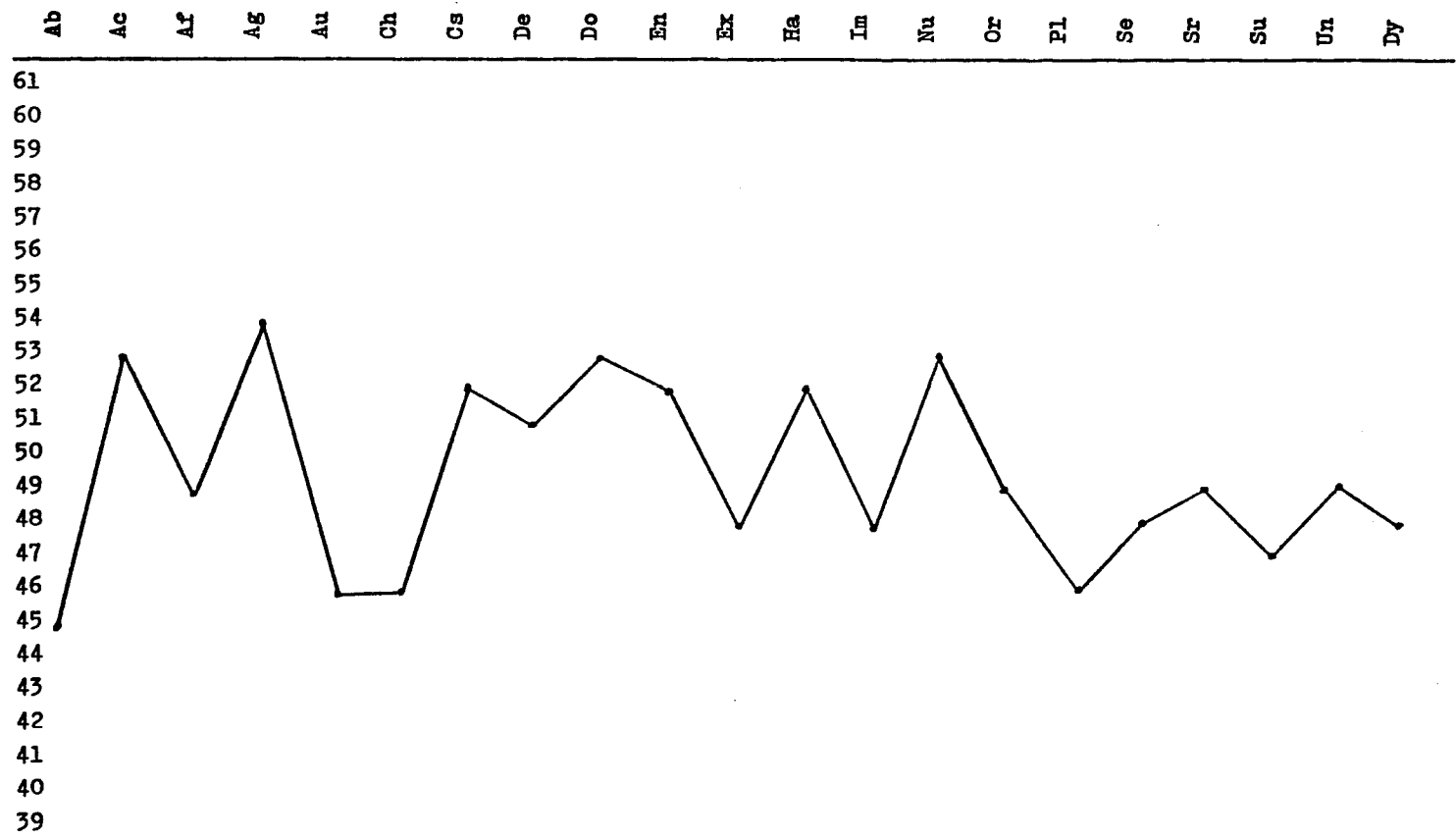


Figure 2
 Mean PRF Profile of Integrated-Career-and-Childrearing Women

and Harmavoidance, and the valleys were Abasement, Autonomy, Change, Impulsivity and Play (Figure 3).

The highest scores for Marriage-only women were found to be Affiliation, Harmavoidance, Nurturance, Order and Social Desirability, and the lowest scores were Autonomy, Change, Sentience and Understanding (Figure 4).

The PRF profiles of the four groups were compared. When the Career-only women's mean PRF profile was matched up with that of other groups, they were found highest in Achievement, Aggression, Autonomy, Cognitive Structure, Defence, Dominance, Endurance, Sentience, Understanding and Social Desirability, and lowest in Abasement, Affiliation, Nurturance, Play and Succorance. 2). Integrated-career-and-childrearing women were found higher than others on Nurturance, and lower than other groups on Exhibition and Social Desirability. 3). Sequential-career-and-childrearing women were characterized by the highest scores on Harmavoidance, and the lowest scores on Impulsivity. 4). Marriage-only women were higher than others on Abasement, Affiliation, Exhibition, Order, Play, Social Recognition and Succorance, and lower than others on Achievement, Aggression, Autonomy, Change, Cognitive Structure, Defence, Dominance, Endurance, Sentience and Understanding (Figure 5).

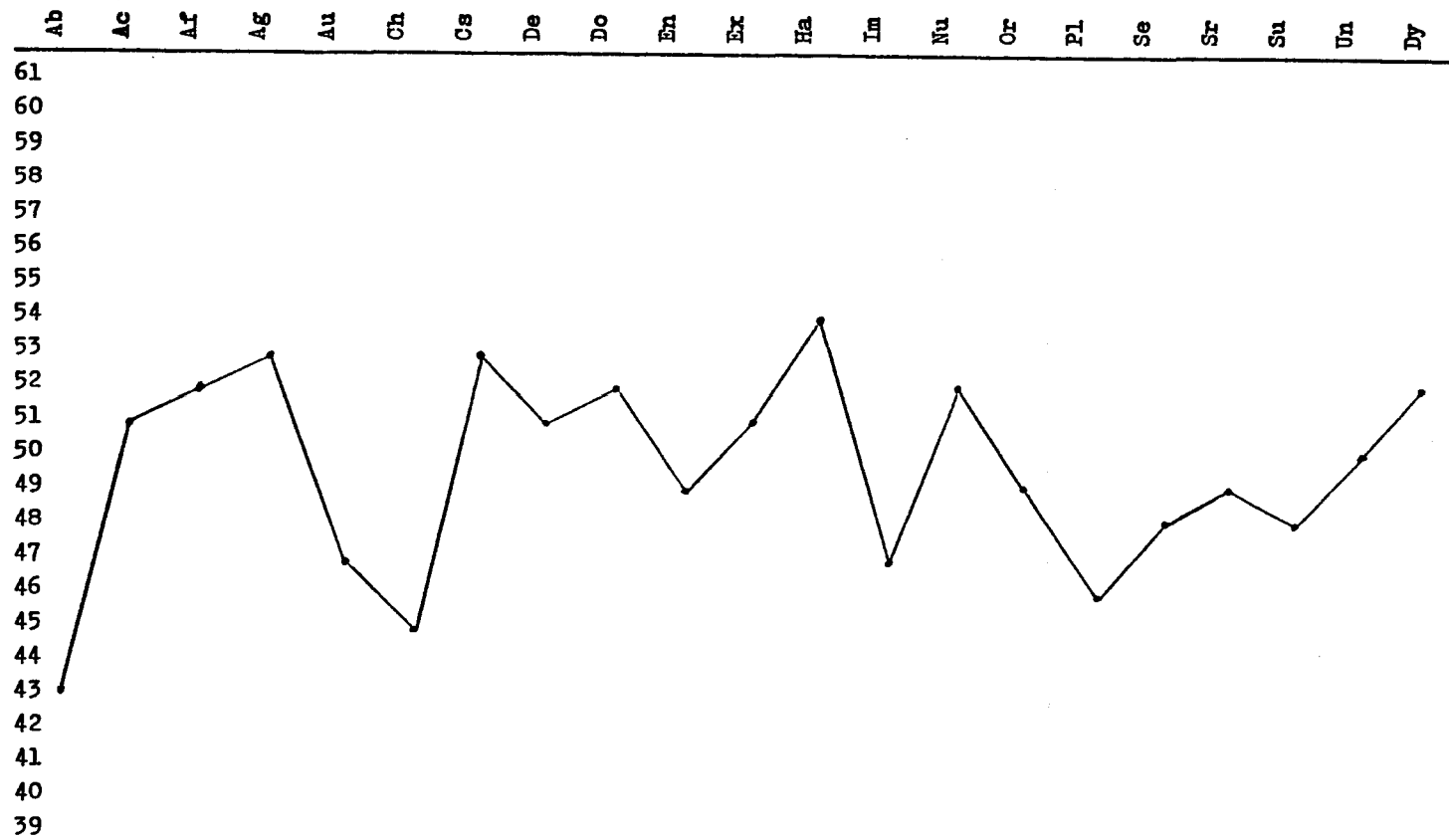


Figure 3
 Mean PRF Profile of Sequential-Career-and-Childrearing Women

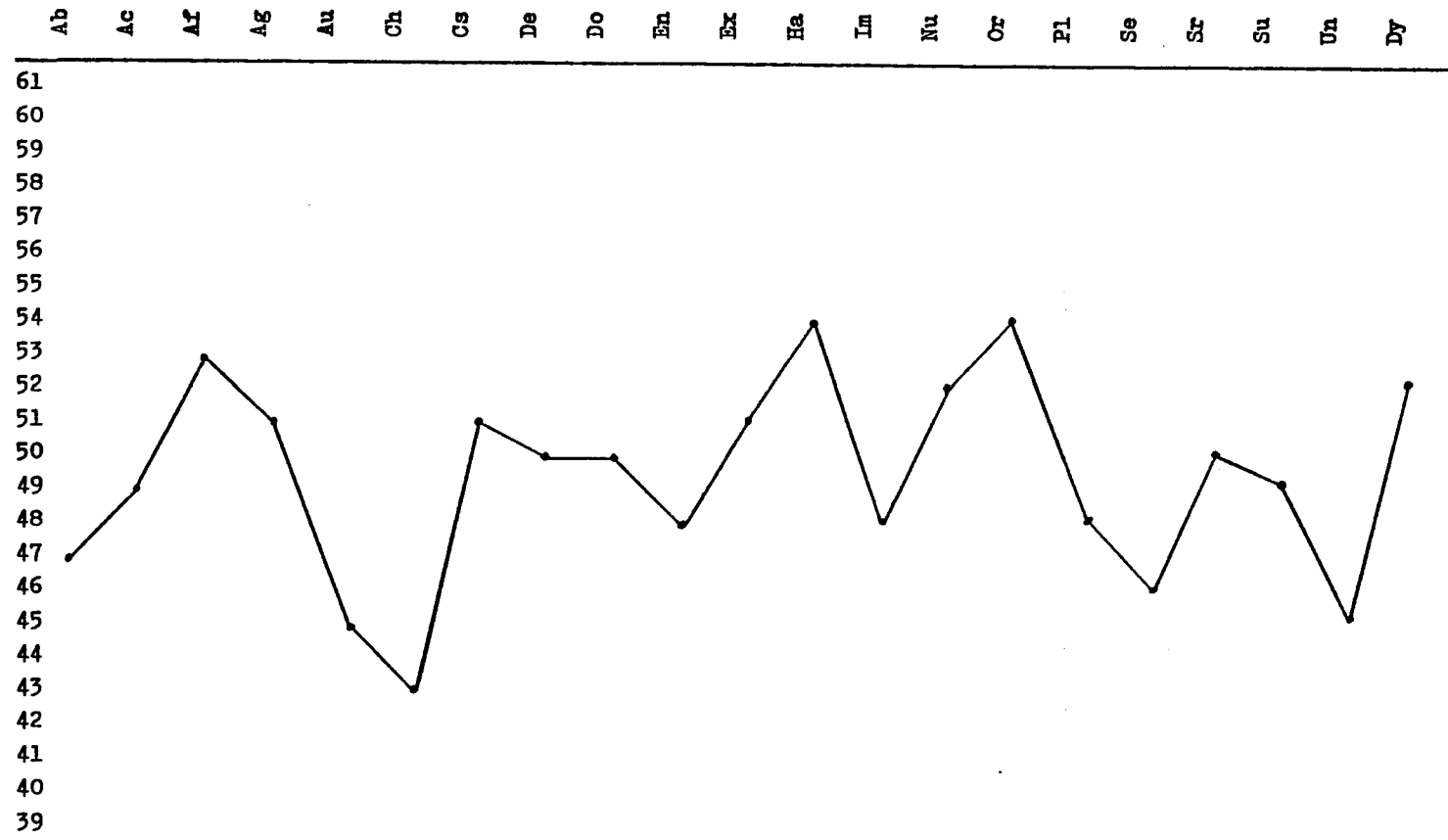


Figure 4
 Mean PRF Profile of Marriage-only Women

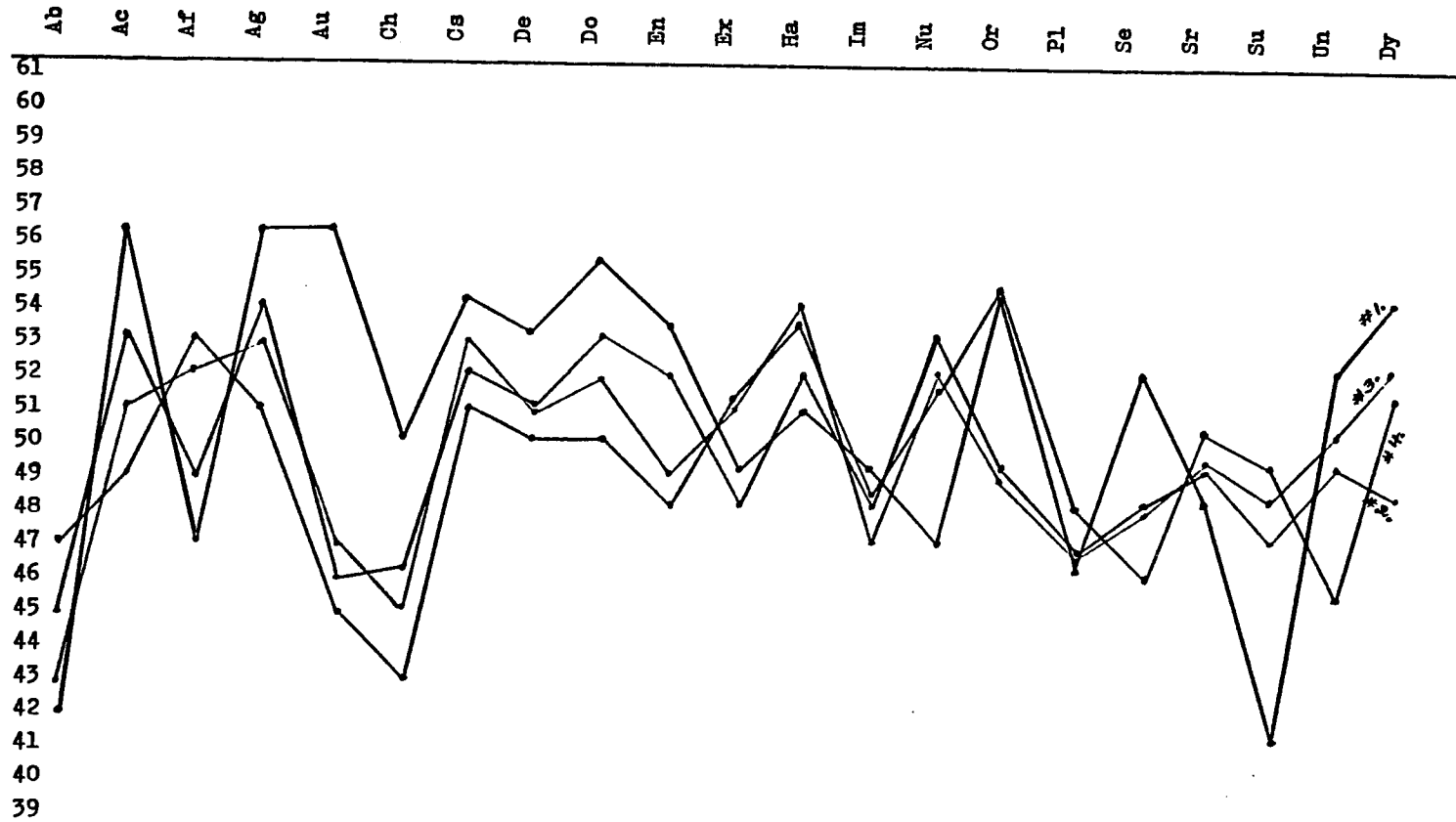


Figure 5
 Mean PRF Profiles of Four Work-Pattern Groups

Qualitative Analyses

Content analysis of interview as well as questionnaire material was undertaken to test hypotheses #5, 6, 7, and 8. Open-ended questions #21, 36, 38, 39, 43, 44, and 54 were examined to test these hypotheses. The remainder of the open-ended questions were also content analyzed and these results were integrated with the appropriate topic such as motherhood, childrearing and career aspirations. In addition to the above purpose, content analysis was carried out to explore more fully the concerns, plans and expectations of the participants.

As mentioned in the hypotheses section, Gilligan's (1982) theory of concern for self versus concern for others was a guiding concept in the selection of content categories. Other more specific themes emerged in the process of examining the participant's answers and the material that appeared spontaneously in the interview sessions. These additional themes were quite varied and ranged, for example, from motherhood as a primary goal to ambivalence about self-abnegation and to concern for environmental preservation.

Such additional themes will be presented separately and will also be subsumed into Gilligan's two important

categories. Responses which mentioned the participant's needs for self-exploration, self-expansion, career enhancement and desire for something of her own were coded as concern for self. Responses which indicated the desire to help other people, the wish to help solve community, national or international problems, and the commitment to protect and preserve the environment were coded as concern for others. Parenthetically, it may be argued that career preoccupations should, in some cases, have been coded as concern for others since earning more money may benefit one's family, and career development might ultimately enable one to be of great assistance to others through professional activities. In this study, it was decided that such a preoccupation with career potential most often serves the individual's personal needs first before serving the needs of others. Additionally, it requires a period of focus on self-development prior to more altruistic activities.

Interscorer reliability was obtained for the interview data as well as for all the open-ended questions in the WMPQ. An interscorer reliability of $r=.83$ was obtained for the concern for self score, a reliability of $r=.87$ was found for the concern for others score. The other scorer was not aware of which

subjects were assigned to which group and was also not aware of the nature or directionality of the hypotheses. She was blind to both areas in order to avoid and/or minimize systematically biased interpretations of the content.

In addition, these content analyses are relevant to hypotheses #9, 10, 11, and 12. One will be able to ascertain, based on thematic analysis, whether a given participant was concerned more with the costs or with the rewards of parenting.

In presenting the results of content analysis, an effort was made to let the participants' voices be heard. When a subject's quotation is presented, it is because her words typify the thoughts and feelings of the other women in her group on a given topic.

Career-only women

Feelings about motherhood

It is of interest to note that in response to question #2 which asked "Would you elect to be childless-by-choice as part of your marriage-career option?", all answered that they would prefer to remain childless. None gave a medical reason for this choice. When asked to state "How sure are you of your answer now to the above question?", 58% answered they were very sure, 36% said they were moderately sure, and

6% noted they were not too sure.

When asked to mention whether or not they had or wish to make any comments, the following feelings were expressed: "Duties and responsibilities of having a child are overwhelming", "Raising children in an environment where they are not central is unfair", and "Children deserve more time than I would have to give".

With regard to open-ended question #21 which inquired "Why is motherhood important to you?", 23% of these young women indicated that it was somewhat important, 42% reported that it was not, and 35% did not respond because they felt it was not applicable to them.

Those feelings were best reflected in the following comments: "Because I feel pressure from society, my family, men, and advertising to be a mother. It is something that I think about because I won't be able to procreate forever", "It is not one of my lifetime goals", and "Children are rather boring and they take a long time to grow up...".

Even though all these participants had initially indicated they expected to remain childless, a summary of the results shows that about 30% have not foreclosed the possibility of motherhood at some

point in the future. While a few mentioned they might like to experience the rewards of motherhood, some noted they might be forced to reconsider their options to accommodate the wishes of their husbands. The remaining 70% reported that motherhood was not important. A minority thought that children were not necessary to determine who they were while a substantial number felt they could not sacrifice their time for a child.

Childrearing views and attitudes

When asked to specify "What aspect of your children's lives do you worry or would you worry most about?", 81% answered that the emotional well-being of the child was a very high concern, 71% stated that health and safety were equally of very high concern, and 42% noted that an adequate education and academic success were of very high concern as well. Moreover, 36% mentioned that a good social life with friends was a high concern, and 29% reported that good appearance and attractiveness were also a high concern. As many subjects chose more than one response, the overall percentages exceed 100%.

With respect to childrearing views, responses expressing democratic guidance, encouragement of

autonomy and acceptance of individuation, facilitation of independence, emphasis on open and relevant communication between parent and child, respect for the child's point of view and feelings, promotion of sociability and independent thinking, belief in the child's potential, encouragement of altruistic behaviors, emphasis on cooperation and trust, display of parental love and support, inviting a friendly and close relationship with the child, showing indulgence and protection, and flexible and consistent discipline were coded as Democratic attitudes toward the child. Responses indicating authoritarian guidance, discouragement of autonomous functioning, suppression of the child's impulses and emotions, "breaking the will of the child", little tolerance for disagreements with parental policies, emphasis on rule making and limit setting, rigid rules and strict enforcement as well as strict demand for appropriate behavior, use of punishment as an effective method of influencing, controlling and disciplining the child, display of dominant and suppressive tendencies, and avoidance of permissiveness were coded as Authoritarian control over the child. Ignoring or rejecting the child, keeping the child at a distance, displaying chronic

irritability toward the child, lacking in warmth and support, showing insensitivity to the child's needs, revealing an "avoidance of tenderness", discouraging meaningful communication with the child, and expressing "dissatisfaction with the duties of caring for the child" were coded as Hostility toward and rejection of the child. Parenthetically, these content categories are based on Schaefer and Bell's (1958) research on childrearing attitudes. Examination of the questionnaire and interview material revealed that 74% expressed democratic attitudes toward children, 6% displayed a mixture of authoritarian and democratic tendencies, none showed a propensity toward hostility-rejection of the child, and 19% did not answer this question.

When asked to express their opinion on "What does good parenting mean to you?", the majority of the women in this group answered that it meant teaching the traditional values of morality and propriety, providing educational opportunities, setting flexible rules and regulations, promoting independence and happiness, offering protection and security, conveying love and understanding, and being sensitive to the child's needs.

General goals and aspirations

In response to "What do you want most out of your life?", 68% indicated they wanted to develop their career and were looking forward to significant professional achievement in their field. Self-enhancement through work and career satisfaction was thus uppermost in the mind of these young women. Nineteen percent also noted that they wanted to have intellectual stimulation, acquire greater knowledge, and complete their education. Twenty-six percent wanted to improve their earning power, have financial security, and be financially independent. Thirty-nine percent wanted to have a good and loving relationship with their husbands or boyfriends. Among those, 19% mentioned that they might like to have a child eventually but two women specified that they expected their husbands to stay home to take care of the child. Thirty-five percent hoped to have a good circle of friends and see these relationships flourish over the years. Sixteen percent wanted to be of service to others, improve their own communities, and help the world at large. Twenty-three percent indicated that they wanted happiness, and 16% noted that they wanted to be healthy. Twenty-nine percent wanted to find self-fulfillment through many activities

and pursue these avenues creatively. Nineteen percent wanted to explore the world and travel to different places. Sixteen percent did not respond to this question. These percentages exceed a 100% as the majority of the participants indicated more than one set of aspirations.

Tests of Hypotheses #5 and #9

In reviewing these women's position on motherhood and general career-related goals, one sees that the majority were more self-oriented than other-oriented. They expressed far more concern with the gratification of their own needs than with the satisfaction of the wants and needs of others. In particular, they showed greater concern for self-development through work and education than concern for the well-being of close relationships through giving and sharing. Hypothesis #5 regarding their motherhood and career-related goals is thus fully confirmed. But in examining the answers on child-rearing, one becomes aware that they displayed great concern for the well-being of the child and expressed an accepting attitude toward children. It could be argued that such pro-children attitudes are not relevant since the preponderance of career-only women stated that they were not planning to

take care of children. Nonetheless, there is some acknowledgment of the needs of others in their responses, and about 30% said they might have children if so pressured by their husbands. In regard to childrearing attitudes, hypothesis #5 thus appears to be only partially supported.

In inspecting the reasons given for not desiring to become a mother, one notices that they were more likely to mention the costs than the rewards of parenting. In particular, they emphasized that mothering was time consuming and they felt that they did not have the energy necessary to sustain a one-to-one relationship with a child. They also stated that such a commitment would interfere with their other activities. For the majority, the prospect of having a child was viewed as a definite encumbrance. Hypothesis #9 is thus fully born out.

Integrated-career-and-childrearing women

Feelings about motherhood

In response to the feeler questioning the subjects on the importance of motherhood, 76% answered that it was very important and 24% indicated it was moderately important.

With respect to "Why is motherhood important to you?", 93% commented that it was very important to

them and 7% noted that they were not sure whether it had such importance in their lives. A probe into their answers revealed three main tendencies: A sense of power, a sense of accomplishment, and a sense of blessedness. The first feelings were expressed as follows: "Believe most important occupation there is, actually this cliché says it all, 'The hand that rocks the cradle rules the world'". The second set of emotions was divulged as such: "Motherhood is important to me because to give the gift of life seems like it would be extremely rewarding and to watch a child grow and develop into an extension of oneself is beautiful", "I feel that raising a child to be a caring, loving, compassionate and productive person would be one of the greatest accomplishments a mother could have". The last set of emotions was best reflected in the following remarks: "Source of happiness and fulfillment", "I think it's a remarkable thing to care and develop a human being", and "I feel happiness, innocence, love, and the great gift of God, and the nurturing of this gift - touches the heart, love, the true meaning". These tendencies may be subsumed into one single theme, namely, Motherhood is important for self-definition. Motherhood is a rewarding expe-

rience.

In response to the query "If you could not become a mother for whatever reasons, what do you think you would feel?", the majority reported that they would feel inadequate, sad, and somewhat disoriented. A deep sense of grief pervaded their answers. This young woman resumed what most felt when she so thoughtfully articulated her reaction: "1. Anger and resentment. 2. Jealousy toward other women (especially pregnant). 3. Cheated and robbed. 4. Emotionally hurt. 5. I would finally accept the situation. I take the attitude if it was meant to be it would have been".

These results show that an overwhelming majority wanted very much to experience the joys of motherhood. Motherhood was both self-defining and enriching. They felt it was an honor to be able to help a child grow and flourish. The above findings also revealed that most would feel deeply deprived in the advent of barrenness.

Childrearing views and attitudes

When asked to stipulate "What aspect of your children's lives do you worry or would you worry most about?", 80% answered that health and safety were a very high concern, and 76% stated that the emotional well-being of the child was equally of very high

concern. Thirty-nine percent mentioned that an adequate education and academic success were a high concern, 33% reported that a good social life with friends was a high concern as well, and 26% indicated that sexual adjustment and behavior were also a high concern. As many subjects chose more than one response, the overall percentages exceed 100%.

Inspection of the questionnaire and interview material on childrearing views revealed that 87% expressed democratic attitudes toward children, 11% displayed a mixture of authoritarian and democratic tendencies, none showed a bent toward hostility-rejection of the child, and 2% did not answer this question. The more positive and nurturing aspects of childcare were conveyed in this fashion: "I would like to raise my children to have respect for themselves and other people. To strive to do their best in whatever they do. I don't believe in being overly protective. Children just as adults must learn from their mistakes. I want to teach my children to be independent because when they are on their own they need to know how to survive", "Allow a child to mature at his pace. Don't pacify or patronize them. Let them know outright how you feel about things. Answer their questions as honestly as possible. Be

there when they need someone to talk to". The somewhat more punitive and restrictive aspects of childcare were found in these remarks: "Children should be exposed to many different ideas and experiences. They should be taught how to interact with others to everyone's mutual benefit. They should be taught how to disagree without being disagreeable. They should be taught self-discipline. However, children being the willful and impulsive creatures that they are, a swat on the behind make a point much better than a lengthy discussion".

In answer to "On a daily basis, how permissive and/or restrictive should parents be with their children?", 81% indicated that parents should be both permissive and restrictive whenever appropriate, 17% showed a tendency toward holding the child within firm limits, and 2% did not respond to the question. Those who spoke in favor of a mixture of both said: "I think parents should be restrictive only when there is a definite reason to fear for their safety and well-being", "Not too restrictive nor too permissive. The children should be given a degree of self-responsibility at a fairly early age accompanied by the trust of the parents that the child can be left alone to make his or her own decisions". The

tendency toward restriction was depicted as follows: "Parents should be moderately restrictive because children need a strong framework of rules from which to develop".

In response to "What does good parenting mean to you?", the overwhelming majority answered that it meant giving and conveying love, understanding, and being sensitive to the child's needs. They also emphasized that it meant promoting independence and happiness, offering protection and security, providing educational opportunities, setting flexible rules, and teaching the traditional values of morality and propriety. This voice represents what the group felt as a whole: "Providing the best you can; giving love and teaching to love, self respect and a desire to do best. Accepting limits, failures and progress. Being the best example you can".

In response to the probing "Do you feel that a mother's full attention to childrearing is necessary for children to grow up without emotional damage?", 63% indicated that the mother's full attention was not necessary, 33% believed it was a prerequisite, and 4% did not respond to the question. Among those who answered yes, 27% said this attention was needed only up to age one, 13% stated it was essential until

the child was two years old, 27% reported it was indispensable until age three, and 33% believed it was important until the age of twelve. The following comment was made in support of this position:

"A child is a child from age zero to stability, a person isn't stable until one is able to take care of his self and make appropriate decisions".

This remark clarifies the stance of those who were in the opposite camp: "No one individual can be totally responsible for childrearing.

Influence comes from everywhere and the parents' job is to filter, guide and add to those influences".

Again there is a sharp difference of opinion between those who feel that the Mother's full-time presence is indispensable and those who believe that the Mother's partial presence is sufficient. It is also worth noticing that among those who felt that this attention was a necessary condition, there was wide disagreement as to its ideal duration.

Finally, in response to "Do you or would you feel guilty about having to leave your child to go to work?", 7% answered that they would feel guilty most of the time, 76% indicated they would feel guilty some of the time, 4% noted they would rarely feel guilty, 9% said they would very rarely feel guilty, and 4%

reported they would not feel guilty at all.

With regard to "If you have young children under the age of six and work now and/or if you plan to work after the birth of your children, what kinds of accommodations are or will be made to take care of them while you work?", 37% reported that they had or would have at-home childcare arrangements and 54% said they had or would have out-of-home childcare. The former would have a babysitter in their homes while the latter would look for an outside sitter, family members or daycare centers. The remaining 9% did not indicate their plans.

A review of the results on childrearing shows that an overwhelming majority reported that the health and safety of the child as well as his or her emotional well-being were of utmost importance to them. A large majority also expressed an accepting attitude toward children and none showed a bent toward hostility or rejection. Few displayed punitive or restrictive tendencies toward children. Like their female counterparts in the first group, most of these women felt that parenting should be the responsibility of both parents - not the mother alone. A majority within the integrated-career-and-childrearing group believed that the mother's full attention to

childrearing was not necessary. A majority also preferred childcare in a conveniently located daycare center versus childcare at home. Over two thirds expressed guilt at the prospect of having to leave children in order to work. The remaining segment indicated that they would not experience such guilt. A close look at the responses of individual subjects revealed a very high degree of consistency across questions tapping the same topic. A similar degree of uniformity was also found in the previous section on mothering.

General goals and aspirations

In response to "What do you want most out of your life?", 59% indicated that they wanted to pursue their career and be successful in their field of endeavor. But self-enhancement through career satisfaction was not uppermost in the mind of these young women. Rather, 72% emphasized that they wanted a loving relationship with their husbands first and foremost. Forty-one percent also noted that they wanted to be caring mothers and see their children develop into happy, healthy and well-adjusted individuals. However, 28% mentioned that they expected to be in control of their own lives and did not want to be unduly influenced by the thoughts and

wishes of others - including their husbands. Thirty-seven percent hoped to improve their earning power and have greater financial security and 9% yearned for intellectual stimulation and greater knowledge. Thirty-five percent noted that they aspired to be happy and healthy, and 9% said that they hoped to have many good friends and acquaintances. Only 4% mentioned that they wanted to be of service to others or help people in general. Eleven percent were eager to get married and have children, and 7% desired home ownership. Another 9% longed to travel extensively and discover the world at large. Two percent did not respond to this question. These percentages exceed a 100% as the majority of the subjects indicated more than one set of aspirations.

When asked to indicate whether there was anything they wanted or wished to add with reference to work and marriage, 22% stated that they often experienced overload in their roles of provider, nurturer and companion. One young woman spoke for her counterparts when she said: "Work and family places great pressure on the woman. It isn't said, it is even denied, but if the husband makes more than the wife he yields a subtle and intangible power. Responsibilities of house and children still fall on the woman". But

this indication of resentment was not found in the 20% who reported that success in both work and family life was possible, provided that each partner was committed to help the other in all areas of endeavor. This comment exemplifies these beliefs: "Working full-time and marriage is a very workable union if you have understanding , cooperation and support from your spouse". Another 2% mentioned that they planned to stay married and never divorce, and 2% expressed doubt about marriage altogether. This uneasiness was conveyed as follows: "I don't really believe in marriage nowadays. I see too many married men and women having affairs and destroying each other's life. Being committed to a person for the rest of your life is a big responsibility and I think the majority of people are thinking twice about getting married". The remaining members of the group did not comment further in relation to work and marriage.

An overwhelming majority emphasized both careers and husbands. While most expected to have fulfilling careers, they aspired even more to have and be involved in a loving relationship with their husbands. Unlike the women in the career-only group, self-actualization was not solely pegged on career achievement. A substantial minority also indicated that they wanted

to be successful in their role of mother. Aside from the care and nurturing they gave or intended to give to their families, few mentioned a desire to help other people in general or to help solve community or national problems. Those who commented on work and marriage were almost evenly split between those who noted that childcare and household duties were not shared equitably and those who felt they had very supportive and helpful husbands. Only one woman expressed doubt about marriage.

Tests of hypotheses #7 and #11

In reviewing these women's position on motherhood, childrearing attitudes and general plans for the future, one sees that an overwhelming majority placed as much emphasis on other-orientedness as on self-orientedness. They expressed as much concern for the satisfaction of the wants and needs of others as they did for the gratification of their own needs. Namely, they were as interested in developing and maintaining close relationships with their husbands and children as they were in maintaining their self-development through work and education. They were as responsive to the needs of others as they were to their own needs. Specifically, the physical and psychological well-being of others was as central

as the need for self-exploration and self-development. Career-oriented goals were not more important than a sense of obligation to others. Therefore, hypothesis #7 is supported in that they showed both concern for self and others, but it is not entirely confirmed in that career-oriented goals did not supersede devotion to husbands and children.

In inspecting the reasons given for desiring to become a mother, one notices that they were more likely to mention the rewards than the costs of parenting. In particular, they stressed that it was both a blessing and an honor to take care of children and watch them grow. On the basis of their responses to the author's questionnaire, hypothesis #11 is not supported. But if one examines the responses given during the interview to Frank's questionnaire, about half of these women emphasized the importance of getting out of the house in order to feel happy and fulfilled rather than a desire to stay home with their young children. While the other half mentioned that they needed to work for economic reasons, the first half clearly indicated that, even though they wanted children, full-time parenting was viewed as more costly than rewarding. In this sense, hypothesis #11 is partially confirmed.

Sequential-career-and-childrearing womenFeelings about motherhood

In response to the query "Whether or not you are married, how important is motherhood for you?", 67% answered that it was very important, 28% indicated it was moderately important, and 5% noted it was not very important.

With regard to "Why is motherhood important to you?", 96% reported that it was very important to them and 4% said that it was not important at this point in their lives. Aside from the sense of blessedness and the sense of accomplishment already expressed by the above group, three additional tendencies emerged: a sense of fulfillment, a sense of deprivation, and a sense of ambivalence. The feelings of blessedness were reflected in this comment: "Children are our future, a sign of hope. Giving them love and setting good examples is a wonderful way to spread love forever. Being a mother or having children is a gift too often taken for granted". A sense of accomplishment was expressed as such: "For me, it has always been the most beautiful thing a person can do - to create, love and then set free a child". Feelings such as these reflected the sense of fulfillment that

a majority felt: "Self-fulfillment. More meaningful than a career. Employers don't really care about employees. They just use them", "I want to experience motherhood because it is a unique experience, duplicated by nothing else", and "When all is said and done, I feel the most important things in life are centered around the family. People who love each other and care for each other in the most intimate environment". Emotions centering around a sense of deprivation were divulged as such: "I want children because I wouldn't feel complete without them", "I love children. I was pregnant once and lost the baby in my seventh month. She died for no apparent reason. I felt like a failure as a woman", "I want a family", and "I think old age would be very lonely without children". A sense of ambivalence regarding motherhood was described as follows: "I did not originally like the role because of less freedom and a very fussy infant - but I've grown into it and am very much in love with my daughter. However, I still have pangs now and often wishing for more freedom (or just a few minutes to relax!). I was depressed and anxious for more than a year after her birth. I'm now more comfortable, but still feel anxiety about

doing the right thing and when I wish I were doing something else". Once again, these tendencies may be subsumed into one single theme, namely, Motherhood is important for self-definition.

For the vast majority, motherhood was the most rewarding and fulfilling experience a woman could have. Few felt that it was not essential for self-definition or self-actualization.

In response to "If you could not become a mother for whatever reasons, what do you think you would feel?", the vast majority reported that they would feel deprived, sad, and lonely. These emotions were voiced as follows: "Physically and emotionally empty", "Destroyed", "Sad, disappointed, frustrated, angry, 'Why me?'", and "I would feel cheated out of what I believe to be one of the highlights of womanhood".

These results reveal that the vast majority believed that motherhood gave them or would give them a deep sense of continuity, contentment, and accomplishment. Specifically, it allowed them to express a range of emotions not found in other circumstances. While a small minority reported that they would not necessarily be hurt by the inevitable, most indicated that they would feel sorrowful at the prospect of not having children.

Childrearing views and attitudes

When asked to indicate "What aspect of your children's lives do you worry or would you worry most about?", 87% answered that the emotional well-being of the child was a very high concern, 81% stated that health and safety were equally of very high concern, and 48% noted that an adequate education and academic success were also of very high concern. Moreover, 35% mentioned that a good social life with friends was a high concern, and 34% reported that sexual adjustment and behavior were a high concern as well. Finally, 43% pointed out that good appearance and attractiveness were a moderate concern while 33% said that specific career goals were also of moderate concern. The overall percentages exceed 100% since many subjects chose more than one response.

Examination of the questionnaire and interview material on childrearing views revealed that 83% expressed democratic attitudes toward children, 6% displayed a mixture of authoritarian and democratic tendencies, none showed a propensity toward hostility-rejection of the child, and 11% did not respond to the question. The more positive and nurturing aspects of childcare were imparted as follows: "I would raise them to be sensitive to other people, intelligent,

aware of and curious about the world around them, adventuresome, busy, kind to animals, not prejudiced. The most precious gift my parents gave me was a lively mind and love of learning", and "First, children should be reared in a loving environment. Quality attention should be given, filled with understanding and praise". The somewhat more punitive and restrictive aspects of childcare were communicated as such: "I would like to raise my children with full discipline in the early years. But when they have understood and are able to think what is right for them I'll let them do what they want to do. I'll let them make decisions of their own".

When asked to stipulate "On a daily basis, how permissive and/or restrictive should parents be with their children?", 87% answered that parents should be both permissive and restrictive depending upon the situation, and 13% showed a tendency toward restrictiveness. Those favoring a combination of parental permissiveness and restrictiveness responded: "It depends on age, responsibility level, maturity level of child", and "As far as listening, behaving and manners - restrictive. As far as exploring or creativity - permissive". Restrictive attitudes were exemplified by the following statement: "I believe parents should be somewhat

restrictive. They should keep the doors of communication open, but they have to set rules and guidelines for their children. Children need and want discipline".

In answer to "What does good parenting mean to you?", the vast majority responded that it meant giving love, understanding, and being sensitive to the child's needs. More importantly, it meant placing the needs of the child above the parents' wants and desires. Like their female counterparts in the career-only group and the integrated-career-and-childrearing group, they also stressed that it meant offering protection and security, providing educational opportunities, setting flexible rules and guidelines, promoting independence and happiness, and teaching the traditional values of morality and propriety. These feelings were conveyed as follows: "Being actively involved in the spiritual, emotional, mental and physical well-being of my child. Protecting, loving, supporting. Make child feel secure with environment", and "To instill in the child moral beliefs, give him an appreciation for intellectual pursuits, a sensitivity to other fellow men, and to be a friend to your child". In addition to the above findings, a small minority expressed ambivalence about their role as parents. This predisposition was exemplified by the following remarks: "Loving even when it's hard -

acceptance, guidance and knowing when to let go. Good parenting is listening and never physically taking your aggravation out", "A parent needs an extreme amount of patience and understanding. Children can be very trying and demanding...".

In answer to the probe "Do you feel that a mother's full attention to childrearing is necessary for children to grow up without emotional damage?", 43% reported that the mother's full attention was not necessary, 56% believed it was essential, and 1% did not respond to the question. Among those who answered yes, 13% said it was needed only up to age one, 13% stated it was essential until the child was two years old, 28% reported it was indispensable until age three, 18% believed it was important until the age of six, 2% voiced the opinion that it was necessary until nine, and 26% thought it was needed until the age of twelve. The difference of opinion remains as sharp as ever between those who feel that the Mother's full-time presence is indispensable and those who believe that the Mother's partial presence is sufficient. Among those who thought that the mother's presence was essential for the emotional well-being of the child, there is again wide disagreement as to its ideal duration.

Finally, in answer to "Do you or would you feel guilty about having to leave your child to go to

work?", 16% disclosed that they would feel guilty most of the time, 76% indicated they would feel guilty some of the time, 5% noted they would rarely feel guilty, 2% said they would very rarely feel guilty, and 1% reported they would not feel guilty at all.

With respect to "If you have young children under the age of six and work now and/or if you plan to work after the birth of your children, what kinds of accommodations are or will be made to take care of them while you work?", 44% reported that they would have a babysitter in their homes and 39% said they would look for an outside sitter, family members or daycare centers. The remaining 17% did not indicate their plans.

A recapitulation of the results on childrearing shows that the majority of these women reported that the emotional and physical well-being of the child was very important to them. A vast majority also expressed an accepting attitude toward children and none showed a propensity toward hostility or rejection. Only a small minority displayed punitive or restrictive tendencies toward children. Almost all indicated that parenting should be the responsibility of both parents - not the mother alone. Unlike their female counterparts in the integrated-career-and-childrearing group, a

majority believed that the mother's full attention to childrearing was essential. However, they were almost evenly split between those who indicated they preferred childcare at home versus childcare in a conveniently located daycare center if the need arose. Almost all expressed guilt at the prospect of having to leave children in order to work. The remaining few indicated that they would not experience such guilt. In addition to the above findings, a small minority expressed ambivalence about their role as parents. They noted that children tended to be rather demanding and somewhat burdensome. Love and acceptance were intertwined with sacrifice and aggravation.

General goals and aspirations

In answer to "What do you want most out of your life?", 73% indicated that they wanted a secure, enduring and loving relationship with their husbands, and 70% noted they wanted to be supportive mothers and see their children grow up into happy, healthy and well-adjusted human beings. Many hoped to be successful in their roles of wives and mothers. Thirty-one percent expected to be well-rounded individuals and balance work and family life skillfully without too many hassles. Twenty-nine percent emphasized that they wanted to have

plenty of time to pursue their hobbies, relax and enjoy life. Thirty-six percent aspired to develop their self-esteem and self-respect, be as independent as possible, live up to their full potential, and find peace and equilibrium within themselves. Forty-one percent reported that they just wanted to be happy, and 14% hoped to have a long and healthy life. Twenty percent emphasized the importance of good friendships, 11% mentioned a desire to be close to other family members, and 6% wanted to deepen their relationship to God. Twelve percent wanted to be of service to others and make a valuable contribution to society, and 1% aspired to world peace. Only 21% were eager to pursue their career and be successful in whatever they undertook. Five percent wanted to continue their education. Thirty-two percent longed for financial security, 14% hoped to travel to different places, and 4% yearned to become proprietors of their own homes. These percent-ages exceed a 100% as the majority of the participants indicated more than one set of aspirations.

When asked to state whether there was anything they wanted or wished to add with reference to work and marriage, 6% indicated that it was a struggle to balance marriage, motherhood, and paid work. These feelings were expressed as follows: "It is a difficult situation to be a working wife and mother.

So much is expected -- being a superwoman is no simple task". Another 7% felt that work and family life could be handled successfully, provided that childrearing and household duties be shared equitably between spouses. They said: "I think work and marriage can work only if the male in the relationship is supportive and helps with the house and the kids. 'Superwoman' does not exist". Five percent noted that they were grateful to have understanding and supportive husbands. Twelve percent reported that they needed to work outside the home to preserve their own individuality, enhance their self-worth, and hold on to their emotional independence. This concern was reflected by the following response: "I have always needed a strong balance between them. I love both. To do a good job in both departments (home + work) I need the balance. By working part-time now I keep my inner self-feeling '+' and therefore function strong in my family life. Without my work I would probably be a bored wife and mother...".

In summary, the overwhelming majority of the sequential-career-and-childrearing women stressed the importance of the family. They aspired to have a stable, life-long commitment to their husbands and children. They wanted to see them thrive in a sea of contentment and intended to work hard to promote this state of

overall happiness. A substantial minority expressed a need to work outside the home for personal gratification so that they could pursue valued activities and preserve their own identity. A somewhat greater minority voiced a feeling of inadequacy and felt an urge to improve their level of self-esteem. Very few were eager to pursue a full-fledged career. A meaningful part-time occupation was thought to be far more rewarding. This arrangement also gave them the opportunity to enjoy their lives more fully, relax, and have more time to devote to their husbands and children.

Tests of hypotheses #8 and #12

In reviewing these women's position on motherhood, childrearing attitudes and general plans for the future, one sees that almost all placed greater emphasis on other-orientedness than on self-orientedness. They expressed a greater concern for the satisfaction of the wants and needs of others than they did for the gratification of their own needs. Namely, they were more interested in developing and maintaining loving relationships with their husbands and children than they were in maintaining their self-development through career satisfaction. Specifically, the emotional and physical

well-being of others was far more important than the need for self-enhancement and self-development. However, a sense of obligation to others and a desire to be of service did not preclude ambivalence toward self-abnegation. Even though they claimed that the happiness of spouses and children was a primary goal, they were not prepared to self-abnegate entirely. Over two-thirds mentioned that they experienced a need to get out of the house for a variety of reasons. Most could not bear the idea of staying home all day and taking care of children from dawn to dusk. The wish to be a supportive wife and mother did not override a desire to indulge their own needs, pursue their own personal activities and hobbies, and reserve plenty of time to search for their own inner core or identity. They also expressed ambivalence with regard to self-development. Few were ready to work hard outside the home, and few had clearly defined career goals. Therefore, hypothesis #8 is supported in its entirety.

A scrutiny of their answers on motherhood reveals that they were more likely to mention the rewards than the costs of parenting. In particular, they were prepared to do their utmost to see their children flourish and promote their happiness and well-being.

On the basis of their responses to this particular question, hypothesis #12 is fully confirmed. But if one examines their responses to why they chose part-time work over not working at all after child-bearing, one notices that their devotion to parenthood is not unconditional. Many stressed that they were or would be tired of looking after children all day and that they needed to get out of the house to break the monotony of childrearing and housekeeping. Even though they noted that they wanted to give parenting a high priority, this display of ambivalence demonstrates that full-time parenting was viewed as more costly than rewarding. In this sense, hypothesis #12 is less than fully supported.

Marriage-and-childrearing-only women

Feelings about motherhood

In answer to "Whether or not you are married, how important is motherhood for you?", 79% reported that it was very important, 19% indicated it was moderately important, and 2% noted it was not very important.

With respect to "Why is motherhood important to you?", 98% indicated that it was very important to them and 2% reported that it was not all that important. A probe into their answers revealed two main tendencies, namely, a sense of accomplishment

and a sense of fulfillment. They were almost evenly split between those two trends. The sense of accomplishment was best reflected in these comments: "It has always been the only thing I really wanted to do. It makes me feel important and needed. Little children can make you so happy. You laugh until you cry. It's an incredible feeling. They are so trusting in you, believing in everything you say and do", and "Nurturing a life into a wholesome well-rounded human being is the most important thing you will do in life as it can and will effect generations thereafter". The sense of fulfillment was divulged as such: "Because I love my children. It gives me great pleasure to teach them, watch them learn and grow. Having children with someone I love is the most rewarding thing that has ever happened to me. I guess it sort of gives you immortality. I never felt loved until I had my first child", and "I have always wanted to marry and have a family. I think a career alone would not fulfill my needs. Even though it is difficult nowadays financially, a family fills something that a career could never achieve". Once more, these two tendencies may be subsumed into one single theme, namely, Motherhood

is important for self-definition. With the exception of one single dissenting voice, all felt that children gave them or would give them a profound sense of purpose and achievement that nothing else could replace.

In response to "If you could not become a mother for whatever reasons, what do you think you would feel?", the vast majority reported that they would feel shattered, unfulfilled, and somewhat lonely. These emotions were expressed in the following manner: "Total devastation. I cannot imagine life without children. I would feel too lonely", "Afraid! Fear of loneliness in old age. Disappointment. Missing out. Left out! Being labeled as selfish by people with children", and "Shattered! I would feel like a complete failure as a woman. It would be a major loss in my life, and I would never feel whole".

These results show that almost all were eager to experience the joys of motherhood. There was a unanimous feeling that motherhood was the most challenging and rewarding task a woman could have. Nothing could equal its benefits. The above findings also revealed that the vast majority would feel sorrowful and vulnerable if they could not conceive.

Childrearing views and attitudes

When asked to state "What aspect of your children's lives do you worry or would you worry most about?", 76% answered that the emotional well-being of the child was a very high concern, 63% stated that health and safety were equally of very high concern, and 42% noted that an adequate education and academic success were also of very high concern. Moreover, 39% mentioned that a good social life with friends was a high concern, 36% reported that sexual adjustment and behavior were also a high concern, and 30% pointed out that good appearance and attractiveness were a high concern too. Another 27% said that specific career goals were a high concern as well. The overall percentages exceed 100% since many subjects chose more than one response.

Inspection of the questionnaire and interview material on childrearing views revealed that 84% expressed democratic attitudes toward children, 9% displayed a mixture of authoritarian and democratic tendencies, none showed a propensity toward hostility-rejection of the child, and 7% did not answer this question. The more positive and nurturing aspects of childcare were conveyed in this manner: "Children should be socialized to see that this is a good world with opportunities for them to become whatever they choose to

be. They should be raised with love, respect and consistency. Children deserve praise and reinforcement for both their accomplishments and their uniqueness". The somewhat more punitive and restrictive aspects of childcare were reflected in this statement: "I believe in teaching children the correct way to behave - through example and positive reinforcement. Although I do spank out of frustration I generally do not believe hitting someone smaller than me really teaches anything but violence. I think if children are told the reasons for and consequences of their behavior, they will be able to handle themselves in any situation".

In answer to "On a daily basis, how permissive and/or restrictive should parents be with their children?", 64% indicated that parents should be both permissive and restrictive whenever appropriate, 24% recommended restrictiveness over permissiveness, and 12% did not respond to the question. Those favoring a combination of parental permissiveness and restrictiveness stated: "Generally, I would say permissive enough to grow and become gradually independent but restrictive enough so the child learns what's inappropriate behavior and is kept from harm". An emphasis on restrictiveness was delineated as follows: "It really depends on specific situations but I tend to believe in being more restrictive",

and "Parents should be restrictive to the point of knowing what their children are doing/where they are/who their friends are. Nowadays it seems too many parents are too permissive".

In response to "What does good parenting mean to you?", almost all answered that it meant giving love, understanding, and being sensitive to the child's needs. But more importantly, it meant "being there for your child, being available whenever he or she needs you" - being there both physically and emotionally at all times, not just at intervals. Moreover, like their female counterparts in the above three groups, they also stressed the importance of offering protection and security, providing educational opportunities, setting flexible rules and regulations, promoting independence and happiness, and teaching the traditional values of morality and propriety. These feelings were voiced as follows: "It means being there for your child. Being patient, sympathetic, a teacher, a listener, preparing your child for a life of his own", "Participating in your child's interests, caring for, laughing, stimulating your child's imagination, leaving communication lines open (so as not to be judgmental). Most importantly, giving unconditional love and encouragement", and "Means much! No use having

children if you can't give yourself to them because if you don't, who will?".

In response to "Do you feel that a mother's full attention to childrearing is necessary for children to grow up without emotional damage?", 78% indicated that the mother's full attention was essential, and 22% reported that it was not necessary. Among those who believed that it was a prerequisite, 11% said it was needed only up to age two, 21% stated it was essential until the child was three years old, 23% noted it was indispensable until age six, 8% believed it was important until the age of nine, and 37% voiced the opinion that it was necessary until twelve years of age. Those who felt that a mother's full attention to childrearing was a prerequisite noted: "Infants and toddlers thrive on the love, affection, and attention lavished on them by their mothers. If she isn't there, who will give them this sense of security and trust that they need to develop fully - no one loves a child quite like its mother does. A mother that works, especially full-time, is raising a family and caring for a husband and home does not - cannot provide that kind of quality time and attention that a small child requires", "So many children have no one to turn to", "A child needs stability and a reassuring

presence that only a parent can provide", and "I know children can grow up without emotional damage, but I think it's the best situation when the mother is there or someone who adores the child should be there if she can't. There is a bond formed...". Those who were in the opposite camp said: "If the time you spend with your children is loving and committed to building a strong family bond, they will be emotionally fine. You cannot make them entirely dependent upon you", and "If a mother can provide unconditional support, at least two hours of quality time per day, a child will not suffer any emotional damage". Like their female counterparts in the other three groups, the difference of opinion remains as intense as ever between those who feel that the Mother's full-time presence is indispensable and those who believe that the Mother's partial presence is sufficient. It is also worth noticing that there is wide disagreement as to its ideal duration among those who felt that such attention was a necessary condition.

Finally, in response to "Do you or would you feel guilty about having to leave your child to go to work?", 42% answered that they would feel guilty most of the time, 51% indicated they would feel guilty some of the time, 3% noted they would rarely feel

guilty, 3% said they would very rarely feel guilty, and 1% reported they would not feel guilty at all.

With regard to "If you have young children under the age of six and work now and/or if you plan to work after the birth of your children, what kinds of accommodations are or will be made to take care of them while you work?", 13% replied that they would have at-home childcare arrangements, and 23% mentioned they would have out-of-home childcare. The former would have a babysitter in their homes while the latter would look for an outside sitter, family members or daycare centers. The remaining 64% did not answer because they did not plan to work for many years if at all.

A recapitulation of the results on childrearing shows that an overwhelming majority reported that the emotional and physical well-being of children was of utmost importance to them. Most also expressed an accepting attitude toward children although a few displayed a tendency toward restrictiveness over permissiveness. None showed a bent toward hostility or rejection and all were unambivalently positive about their role as parents. However, almost all indicated that parenting should be the responsibility of both parents - not the mother alone.

Nevertheless, the vast majority believed that a mother's full attention to childrearing was both needed and vital. Almost two thirds also felt that the mother's absences while at work or elsewhere were definitely or probably damaging to the child. However, they were almost evenly split between those who indicated they preferred childcare at home versus childcare in a conveniently located daycare center if the need arose. An overwhelming majority expressed guilt at the prospect of having to leave children in order to work. The responses of individual subjects on questions probing the same subject matter revealed a high degree of concordance. Similarly, a high degree of response consistency was found in the previous section on mothering.

General goals and aspirations

In response to "What do you want most out of your life?", 72% indicated that they wanted an intimate, stable, and loving relationship with their husbands, and 75% noted they wanted to be caring mothers and see their children develop into happy, healthy and well-rounded individuals. Almost all stressed that they wanted to care for and love their husbands and children, enrich their lives, and help their children become a part of the larger society

as well-adjusted human beings. Thirty-three percent wished for a secure and happy home life, and 57% emphasized the importance of having personal contentment, happiness, and a joyful life. A great many indicated that they had to fashion their own happiness rather than expect to find it. Nineteen percent wanted to have a circle of good friends, 6% mentioned a desire to pursue close relationships with other family members, and 9% hoped to be of service to others and help the world at large. Four percent wanted to preserve and deepen their spiritual foundation, and 3% sought to have peace of mind. Thirty-four percent hoped to find a rewarding occupation or be happy in their jobs when they returned to the work force. But many indicated that work was not a top priority. Six percent mentioned that they wanted to balance work and family life harmoniously, and 1% noted that they did not want to be unduly influenced by their husbands when making decisions. Nine percent hoped to travel to different places whenever possible, and 10% desired nice homes and surroundings. Ten percent did not respond to this question, and 27% also added that they wanted greater financial security. These percentages exceed 100% as the majority of the subjects indicated more

than one set of aspirations.

When asked to indicate whether there was anything they wanted or wished to add with reference to work and marriage, 12% noted that steady efforts were needed to maintain a satisfactory marital relationship. This feeling was expressed as follows: "Marriage is hard work but it's worth every minute", and "I think marriage is work and so many people forget how much each partner has to give and take. I think you have to compromise but keep in mind that the other partner has to give up also". Seven percent believed that women should develop and update their skills in order to rejoin the labor force if necessary. This concern was voiced as such: "A woman should have outside interests and should try to keep them up while raising her young children through reading and periodic classes or outings. Once her children are older, the need to remain at home seems to dwindle. Most women would benefit from getting out at least part-time and pursuing their interests". Seven percent reported that it was neither advisable nor feasible to play the role of a superwoman. These beliefs were outlined as such: "I think women are kidding themselves if they think they can have it and do it all! Working and having children do not mix well. I'm sick of hearing about how 'quality'

time spent with a child each evening is sufficient. What about at 11:00 A.M. when your child was scared and you weren't there to comfort him? What about at 2:30 P.M., after a nap that ended with a nightmare? Where were you when your child needed a hug and to be gently rocked. What about anytime during the day, your child looks up from his play time and says 'Mom, I love you', where are you when all these precious moments occur? 'Quality' time! What mother has that to offer when she's tired, has supper to make, dishes to do, a pile of laundry in the basement, shopping to do, and a husband who wants a little romance in the evening! Women are kidding themselves!".

A summary of the results indicate that the majority wanted a stable and loving relationship with their husbands, and most expected this tie to be a life-long commitment. They wanted to be devoted wives and mothers and were looking forward to serving the needs of their families. Almost all viewed mothering as a full-time commitment, and most stressed that mothering was a far more important job than work outside the home. They also believed that the mother should be the only one who should raise her children and that this task should not be handed over to daycare workers or to any other kind of caretakers.

Part-time mothering was unacceptable. While most expected to work until the birth of their children and some contemplated resuming work after their offspring were fairly grown up, most aspired to stay home and raise their families. Work was not the top priority. But a few noted that they would return to the work force if it were necessary to help alleviate financial difficulties. Aside from the devotion they were giving or intended to give to their own families, few mentioned a desire to help others in the greater community. Among those who commented on work and marriage, some noted that it was somewhat unwise to play the role of the superwoman, and others indicated that people in general should be committed to their partner to preserve a satisfactory marital relationship. A few stressed that homemakers should continue to develop or update their skills so as to be able to rejoin the work force if it were needed or wanted, and others underlined that they valued personal relationships over career ambitions.

Tests of hypotheses #6 and #10

In reviewing these women's position on motherhood, childrearing attitudes and general plans for the future, one sees that they were more other-oriented than self-oriented. They expressed a greater concern

for the satisfaction of the wants and needs of others than they did for the gratification of their own needs. Namely, they were more interested in developing and maintaining loving relationships with their husbands and children than they were in maintaining their self-development through career enhancement. Specifically, they were deeply concerned about the physical and emotional well-being of others, felt responsible for the needs of others, and displayed a strong sense of obligation toward others. They valued interpersonal relationships, and seemed to be unambivalently devoted to their husbands and children. Therefore, hypothesis #6 is completely supported.

Moreover, in inspecting the reasons given for desiring to become a mother, one notices that they were more likely to mention the rewards than the costs of parenting. In particular, they felt that children were enjoyable, adorable, and worthy individuals. They believed that to help a child grow was one of the most rewarding experiences there was in the world. Hypothesis #10 is thus fully confirmed.

Other Analyses

One of the most important findings is that only 12% chose the Career-only pattern, 18% opted for the Integrated-career-and-childrearing pattern, 43% pre-

ferred the Sequential-career-and-childrearing pattern, and 27% favored the Marriage-and-childrearing-only pattern. Thus, only 30% expected to have a significant commitment to work in a given field, while 70% expected to have a limited commitment to career or job. For the majority, work-force participation therefore was not considered as permanent or serious.

Career-only women

Work-related attitudes

With regard to current employment, 58% indicated that they were working full-time, 26% were holding a part-time occupation, and 16% were not presently employed. When asked to specify why they were presently working, 77% answered they were employed for financial reasons, and 65% reported they were working for career satisfaction and self-fulfillment. Another 13% felt compelled to work because of social expectations and pressures, and 13% noted they worked to keep busy and occupy their time. The first two areas were ranked as moderately to very important while the latter two were ranked as slightly important. These percentages exceed 100% as many participants gave more than one set of reasons.

When asked to state whether they would work in the event their spouse earned a relatively good

salary, 55% answered that they would work full-time regardless of this factor, 42% indicated they would work part-time in that case, and 3% said they would simply not work. And, in response to "If you were given a choice and if you were absolutely free of all financial pressures, would you want to be employed full-time, part-time, or not-at-all?", 45% mentioned that they would still want to work full-time while another 45% noted they would only work part-time. Ten percent reported that they would not work at all. In a similar vein, 32% indicated that they would prefer the option of working part-time over full-time on a yearly basis while 52% answered that they would still want to work full-time even if they were given the opportunity not to have to do it. Another 16% did not answer this question. These results indicate that a substantial minority has only a limited commitment or desire to work outside the home despite the fact that these women have reported they expected to work full-time throughout their lives.

In addition to the above, among the 61% who had not yet married, 74% indicated that they would work for career satisfaction and self-fulfillment after their wedding, 68% would do so for financial reasons, and 11% mentioned they would work to keep busy and

occupy their time. These percentages exceed 100% because most women chose more than one alternative.

When asked to stipulate whether they would want to engage in paid work at home instead of working outside the home, 65% answered no, 16% said yes, and 19% indicated they were not sure. Among those who answered yes or were not sure, 36% noted that they could take care of their children and household chores more easily that way, 64% reported they preferred to work at their own pace, 27% mentioned that it took too much time to commute between home and workplace, 45% indicated they preferred to avoid the office or other workplaces because there was usually too much politics, 55% said they wanted to earn money so that they could contribute to the family's income, and 27% pointed out that there was a lack of good and trustworthy daycare centers. These percentages exceed 100% as most participants indicated more than one choice. Moreover, when asked to indicate what they would prefer if they had children under the age of three, 26% strongly preferred to engage in "paid work" at home on a part-time basis, 6% favored "paid work" at home on a full-time basis, 16% selected part-time employment outside the home, 26% opted for full-time employment outside the home,

and 10% chose not to work at all for pay while their children were under the age of three. Sixteen percent did not answer this question. Similarly, when asked to state what they would do if they had children under the age of six, 20% preferred to engage in "paid work" at home on a part-time basis, 3% elected to do "paid work" at home on a full-time basis, 23% favored part-time employment outside the home, 32% opted for full-time employment outside the home, and 6% said they would not work at all for pay while their children were under the age of six. Sixteen percent did not answer this question. These choices were ranked from moderately to strongly preferred.

Finally, in response to "I would prefer not to work while my children are under the age of six", 23% answered yes, 45% said no, and 26% indicated they were not sure. Six percent did not answer this question.

With respect to their present occupation, 55% reported that they were working as white-collar employees, 10% were employed as saleswomen, 13% were working in the field of nursing, 6% had un/semi skilled jobs as waitresses, and 16% were not presently employed. With regard to their aspired occupation, 26% indicated that they wanted to hold

middle-to-upper-level management positions in academia or large business corporations, 19% hoped to become full-fledged researchers and teachers in academic or hospital settings, 3% wanted to become doctors of medicine, and 52% expected to be psychologists in health-related fields. Parenthetically, it should be noted that aside from holding a part-time or full-time job, all were attending school part-time or full-time. Most thus were carrying a double-work load.

Importance of marriage and of partner's support

In response to "In comparison to a job, how important do you think marriage will be or is to your satisfaction in life?", 3% reported that it was the most important thing, 16% noted that marriage was relatively more important than their work, 32% said that marriage and their work were equally important, 26% stressed that marriage was relatively less important than their work, and 23% answered that marriage was unimportant. Parenthetically, this question was borrowed from Spence and Helmreich's (1978) questionnaire. Moreover, 7% of those who were divorced or widowed reported that it was moderately important to get remarried, 3% mentioned that it was not very important, and another 3% indicated that it was not at all important.

In answer to "How many years have you been married to your present husband?", most reported that they had been married for a few years. The range was from one year to eight years, and the average duration of marriage was 4.88 years. Those who were not yet married indicated that they had been with their boyfriend for quite a while. The range was from one year to twelve years, and the average duration of unmarried cohabitation or togetherness was 4.31 years. An additional 32% noted that they were single, and living alone.

With regard to their present level of activities in school and/or at work, 61% reported that their husbands or boyfriends were supportive of what they did, 10% said they were hostile, and 13% mentioned that they were ambivalent about it. Sixteen percent did not answer this question. In addition, 10% indicated that they were moderately worried that their success in school or on a job might cause their husbands or boyfriends to resent and dislike them, 6% noted that they were a bit worried that their male partners might leave them, and 84% revealed that they were not at all worried about the possibility of either resentment or abandonment.

In response to "How important is it for you to

be self-supporting financially?", 84% answered that it was very important to them, and 16% noted that it was moderately important. When further asked to state "How important is it for you to have a man take care of you?", 6% reported that it was very important, 13% said it was moderately important, 36% mentioned it was not very important, and 45% noted it was not at all important. Finally, when asked to indicate whether they would follow their male partner in the event his job took him far away from where they were, 32% answered they would follow him and look for another job, and 36% intimated they would insist that he stay put in the same area because they would not want to lose their own well-paying jobs. Another 3% stressed that if he refused to compromise, they would not follow him, and 29% said that under the above circumstances they were not sure what they would do.

Attitude toward nurturer versus provider role

When asked to indicate the relative significance of their career and childrearing responsibilities, 65% reported that their job or career would be more important to them, while 35% indicated that their role as a mother would be more important during the child's early years. In the event their work life and family life were too difficult to combine and if

they had to choose between their job and the care of their child, 61% stressed that they would choose their job over their child's care, whereas 39% specified that they would opt for the care of their child over their job. Moreover, 81% stipulated that it was more important to the average woman to maintain a successful relationship with her husband and children throughout her lifetime than it was to be successful in her job over her lifespan. The remaining 19% held an opposite view.

When asked to specify what their primary obligation was in relation to work and family life, 19% indicated that raising their children at home when they were young was foremost, 29% answered that going to work outside to provide a source of income for their family came ahead of all other considerations, and 52% responded that finding self-fulfillment in their career was far more important. And, in answer to "If you accept outside employment, who is going to nurture, care, and socialize your child/children?", almost all noted that they would look for a combination of family members, daycare centers, and in-home or outside babysitters. They favored daycare centers and/or relatives and babysitters during the day, and parents themselves in the evenings and weekends. Forty-two

percent preferred family members, 35% espoused daycare centers, 29% opted for babysitters, 6% did not know what they would do, and 6% said they would not seek outside employment while their children were under the age of six. The overall percentages exceed 100% since many subjects offered more than one alternative. In response to the opposite option "If you stay home to take care of your husband and children, how are you going to provide for the economic needs of your family?", 49% indicated that they would seek outside employment on a part-time basis during the hours their husbands were at home to watch the children or would undertake part-time in-house work such as typing, microcomputer work, arts and crafts to sell, telephone solicitation, cake decorating, sewing, and so forth. Nineteen percent said they would have to live on their husbands' salary, 13% stressed they would have to budget carefully, 13% answered they did not know what they would do, and 6% noted that individuals who cannot afford a family should not start one.

When asked to indicate how many women would continue to follow traditional patterns by choice rather than by social dictate, the range of answers run from 10% to 80%, and the average estimate was 45%. When further asked to stipulate how many women

would have throughout life a primary commitment to their career and individual self-fulfillment, the range of responses run from 10% to 60%, and the average estimate was 30%. Finally, in response to "If you are currently working, do you envy full-time homemakers?", 22% mentioned that they sometimes did, 26% answered no, and 39% said never. Thirteen percent did not answer this question.

Views of the average woman

With respect to "What do you think the average American woman would like out of life?", 71% underlined that the average woman wanted first and foremost a husband and a happy marriage, and 58% said she wanted children. Forty-five percent noted that she longed for financial security, and 23% mentioned that she was eager to live in a nice house in suburbia. Another 23% believed that she wished to be self-fulfilled and happy, and 16% stated that she hoped to be healthy. Forty-eight percent also stressed that she wanted to be able to choose her own lifestyle and be respected, and 42% answered that she was eager to experience success in work and relationships. These percentages exceed 100% as the majority expressed more than one set of beliefs. Moreover, these comments help shed light on their respective

views: "A fortune, a man and a child", "A husband to take care of them", "Husband, children, home - to feel socially accepted. Hobby or career, friends - for self-esteem and self-expression", "Most women I know seem to want a successful relationship with a man more than anything else. I only know a few who are willing to be committed to a career or education", "I think many American women still want to have a family and, even if they work they don't really identify and invest much interest in their work. I believe the average U.S. woman is interested in family and material satisfaction (house, vacation, club...)", "I think most women put a higher priority on having a family, and only work out of financial necessity. This will change somewhat in the future as we will see many women pursuing careers and having families too, or pursuing careers without having children", "I believe the average American woman doesn't think very much about herself in a rational, realistic way. Many get an idea that they should have certain things, but they don't know how to go about getting them. Many still have children early in life or don't set high goals for themselves, but count on finding a man with money who will take care of them. Then spend the rest of their lives com-

plaining about what they haven't done or don't have - instead of deciding what they want and trying to achieve their goal", and "To feel fulfilled as an individual woman. To be part of a successful relationship. And to exert some influence on others - a spouse, friends, children, clients, co-workers, patients, family, etc".

Integrated-career-and-childrearing women

Work-related attitudes

With respect to current employment, 78% indicated that they were working full-time, 7% were holding a part-time occupation, and 15% were not presently employed. When asked to specify why they were presently working, 87% answered they were employed for financial reasons, and 70% reported they were working for career satisfaction and self-fulfillment. Another 11% felt compelled to work because of social expectations and pressures, and 20% noted they worked to keep busy and occupy their time. The first two areas were ranked as moderately to very important while the latter two were ranked as slightly important. These percentages exceed 100% as most participants gave more than one set of incentives.

When asked to indicate whether they would work in the event their spouse earned a relatively good

salary, 63% noted that they would work full-time regardless of this factor, and 37% answered they would work part-time in that case. And, in response to "If you were given a choice and if you were absolutely free of all financial pressures, would you want to be employed full-time, part-time, or not-at-all?", 52% noted that they would still want to work full-time while 39% answered they would only work part-time. Nine percent reported that they would not work at all. In a similar vein, 41% indicated that they would prefer the option of working part-time over full-time on a yearly basis while 28% stressed that they would still want to work full-time even if they were given the opportunity not to have to do it, and 31% mentioned that they were not sure about what they would do. These results indicate that a substantial minority have only a limited commitment or desire to work outside the home despite the fact that these participants have reported they expected to work full-time throughout their lives.

Among the 33% who had not yet married, 93% stated that they would work for financial reasons after their wedding, 87% would do so for career satisfaction and self-fulfillment, and 13% mentioned they would work to keep busy and occupy their time. The three areas

were ranked from moderately to very important. These percentages exceed 100% as most subjects chose more than one alternative.

When asked to state whether they would want to engage in paid work at home instead of working outside the home, 50% answered no, 28% said yes, and 22% indicated they were not sure. Among those who answered yes or were not sure, 33% noted that they could take care of their children and household chores more easily that way, 15% reported they preferred to work at their own pace, 13% mentioned that it took too much time to commute between home and the workplace, 9% indicated they preferred to avoid the office or other workplaces because there was usually too much politics, 35% said they wanted to earn money so that they could contribute to the family's income, and 20% pointed out that there was a lack of good and trustworthy daycare centers. These percentages exceed 100% as most subjects indicated more than one choice. Moreover, when asked to specify what they would prefer if they had children under the age of three, 9% strongly preferred to engage in "paid work" at home on a part-time basis, 6% favored "paid work" at home on a full-time basis, 35% selected part-time employment outside the

home, 26% opted for full-time employment outside the home, and 9% chose not to work at all for pay while their children were under the age of three. Fifteen percent did not answer this question. Similarly, when asked to indicate what they would do if they had children under the age of six, 7% preferred to engage in "paid work" at home on a part-time basis, 2% elected to do "paid work" at home on a full-time basis, 17% favored part-time employment outside the home, 57% opted for full-time employment outside the home, and 4% said they would not work at all for pay while their children were under the age of six. Thirteen percent did not answer this question. These options were ranked from moderately to strongly preferred.

Finally, in answer to "I would prefer not to work while my children are under the age of six", 13% said yes, 61% answered no, and 22% indicated they were not sure. Four percent did not respond to the question.

With regard to their present occupation, 54% reported that they were working as white-collar employees, 7% were employed as teachers in elementary school, 15% were working in the field of nursing, 9% had un/semi skilled jobs as waitresses

and bartenders, and 15% were not presently employed. With respect to their aspired occupation, 36% stated that they wanted to hold middle-to-upper-level management positions in academia or large business corporations, 17% hoped to become full-fledged researchers and teachers in academic or hospital settings, 4% wanted to become chemists and another 4% were eager to become lawyers, 22% aspired to be mental-health or physical therapists, and 15% expected to be psychologists in various health-related fields. Two percent did not know what they wanted to do. Here again, it should be noted that aside from holding a part-time or full-time job, all were attending school part-time or full-time. Thus most were carrying a double-work load, and 54% were carrying a triple-work load as mothers, workers, and students.

Importance of marriage and of partner's support

In answer to "In comparison to a job, how important do you think marriage will be or is to your satisfaction in life?", 20% reported that it was the most important thing, 35% noted that marriage was relatively more important than their work, 41% said that marriage and their work were equally important, 2% stated that marriage was relatively less important than their work, and 2% answered that marriage was

unimportant. Moreover, 20% of those who were divorced reported that it was very important to get remarried, 60% stressed that it was moderately important, and another 20% indicated that it was not very important.

In response to "How many years have you been married to your present husband?", almost all reported that they had been married for a number of years. The range was from one year to thirteen years, and the average duration of marriage was 7.81 years. Those who were not yet married indicated that they had been with their boyfriend for sometime. The range was from one year to seven years, and the average duration of unmarried cohabitation or togetherness was 2.31 years. An additional 15% noted that they were single, and living alone.

With respect to their present level of activities in school and/or at work, 76% answered that their husbands or boyfriends were supportive of what they did, 2% said they were hostile, and 15% mentioned that they were ambivalent about it. Seven percent did not answer this question. In addition, 20% indicated that they were moderately worried that their success in school or on a job might cause their husbands or boyfriends to resent and dislike them, 4% noted that they were a bit worried that their

male partners might leave them, and 76% revealed that they were not at all worried about the possibility of either resentment or abandonment.

In answer to "How important is it for you to be self-supporting financially?", 65% responded that it was very important to them, 28% noted that it was moderately important, and 7% said that it was not very important. When further asked to specify "How important is it for you to have a man take care of you?", 11% reported that it was very important, 41% said it was moderately important, 33% mentioned it was not very important, and 15% stressed it was not at all important. Finally, when asked to indicate whether they would follow their male partner in the event his job took him far away from where they were, 74% answered they would follow him and look for another job, and 13% stated they would insist that he stay put in the same area because they would not want to lose their own well-paying jobs. Another 9% stressed that if he refused to compromise, they were not sure what they would do. Four percent did not answer this question.

Attitude toward nurturer versus provider role

When asked to indicate the relative significance of their career and childrearing responsibilities,

20% reported that their job or career would be more important to them, while 80% stressed that their role as a mother would be more important during the child's early years. In the event their work life and family life were too difficult to combine and if they had to choose between their job and the care of their child, 22% stated that they would choose their job over their child's care, whereas 78% specified that they would opt for the care of their child over their job. Moreover, 91% indicated that it was more important to the average woman to maintain a successful relationship with her husband and children throughout her lifetime than it was to be successful in her job over her lifespan. The remaining 7% held an opposite view, and 2% did not answer this question.

When asked to reveal what their primary obligation was in relation to work and family life, 22% indicated that raising their children at home when they were young was foremost, 45% answered that going to work outside to provide a source of income for their family came ahead of all other considerations, and 33% reported that finding self-fulfillment in their career was far more important. And, in response to "If you accept outside employment, who is going to nurture, care, and socialize your child/children?", many

mentioned that they would look for a combination of family members, daycare centers, and in-home or outside babysitters. They preferred daycare centers or relatives or babysitters during the day, and expected both parents to share the responsibility in the evenings and weekends. Seventy-eight percent favored family members, 35% selected daycare centers, 33% opted for babysitters, 11% chose next door neighbors, and 2% said they would not seek outside employment while their children were under the age of six. The overall percentages exceed 100% since many participants offered more than one alternative. In answer to the opposite option "If you stay home to take care of your husband and children, how are you going to provide for the economic needs of your family?", 41% indicated that they would seek outside employment on a part-time basis during the hours their husbands were at home to watch the children, 37% would undertake part-time in-house work such as typing, telephone solicitation, sewing, babysitting for other children, psychotherapy sessions, and so forth. Thirty-three percent reported they would have to live on their husbands' salary, 15% noted they would have to budget carefully, 7% said they did not know what they would do, and another 7% did not answer this question. These percentages

exceed 100% since many women suggested more than one possibility.

When asked to specify how many women would continue to follow traditional patterns by choice rather than by social dictate, the range of responses run from 10% to 80%, and the average estimate was 36%. When further asked to indicate how many women would have throughout life a primary commitment to their career and individual self-fulfillment, the range of answers run from 10% to 80%, and the average estimate was 37%. Finally, in response to "If you are currently working, do you envy full-time homemakers?", 4% answered yes, 4% said often, and 46% mentioned that they sometimes did. Another 39% stated that they did not envy them, and 7% stressed they never did.

Views of the average woman

With regard to "What do you think the average American woman would like out of life?", 67% indicated that the average woman wanted above all to have a good husband and be happily married, and 59% said she wanted to have healthy and thriving children. Fifty-nine percent stressed that she also wanted to be accepted as a woman with talent and intelligence who could achieve independent success in her career or job, and 37% noted that she was trying to balance

work and family successfully. Another 46% believed that she yearned to develop herself to her full potential, find personal self-fulfillment, and have a defined sense of self-worth. Thirty percent stated that she longed to have a comfortable financial situation, 20% said she was eager to enjoy life's pleasures, and 9% mentioned she was looking forward to having a nice home in suburbia. Seven percent reported that she wanted to be of help to others, and 2% noted that she desired to be one with God. These percentages exceed 100% as the majority expressed more than one set of beliefs. The following comments help reflect the above feelings: "To 'play' at working, to portray independence and 'liberation' but still be very dependent on husband to 'take care' of her and 'her' children; to be considered a 'good mother' because her children are 'fashionably dressed' and possess the latest fad toys! To not do much that is mentally challenging. To be considered a good wife because the floor is swept and supper is on the table", "I think the average American would like to be happily married with a family. I think more women work because they have to and not because they want to", "I think that the majority of American women prefer to get married and have a family. They may work part-time

but they do not really desire a career", "A handsome wealthy husband, two children, a job that is self-fulfilling. A husband who is understanding and supportive of her need to develop herself to her full potential", "The average American woman would like to have a satisfying career and balanced home life. She would like to find fulfillment in a job and feel loved and needed in the realm of her family", and "The average American woman wants to have a successful, fulfilling career as well as a happy, loving family life. She would prefer to spend more time with her family but her career offers her a challenge as well as stimulation to her intellect as well as her ego". Finally, this woman's graphic description is worth noticing: "I think most women want a husband who doesn't turn out to be a drunk or a wife or child beater, kids who don't turn out to be juvenile delinquents, a job that is fun and decent paying, a maid, and enough money later on to travel or pursue hobbies".

Work experience versus home life

In response to questions #6 and #7 in the Employed version of Frank's (1980) questionnaire, all responded that a full-time commitment to work outside the home was a great source of satisfaction

to them. It provided a necessary outlet without which they felt at a loss. Seventy-five percent of the women interviewed in this group had children.

Fifty percent of these mothers returned to work immediately after the birth of their children while the other 50% remained home for two to six months. None stayed home more than six months. Forty percent would have preferred to remain home a bit longer but were forced to return to work for financial reasons. The remaining majority said that they soon felt bored, disgruntled and dissatisfied with their role as a mother and could not wait to return to work to keep their sanity. They missed not being part of the "stream of things". They also reported that while they were unemployed for those few months, their husbands welcomed their presence at home as full-time homemakers and were very supportive.

They stressed that their husbands were equally supportive and encouraging when they rejoined the labor force. The husbands participated pretty evenly in the childcare and household responsibilities, and helped make the transition from home to work easier. With regard to their present work status, they noted that their spouses understood and respected their need to work to feel complete and happy. Almost all

mentioned that without this tacit accord, their husbands realized that they would have to deal with "unhinged" wives.

They acknowledged that their children were somewhat reluctant to leave them when they were first taken to their babysitter or daycare center. The mothers noted that it might initially have been hard on the children but that, after a temporary adjustment, they seemed to enjoy being and playing with their little friends. These women pointed out that the babysitter and/or preschool nursery had been chosen very carefully to ensure that their children were well provided for during their absence. Moreover, they admitted that it was initially difficult for them to leave their offspring behind but that, after a while, they felt more at ease because they knew that their children were in excellent hands. Most stressed that if they had been unable to obtain first-class care, they would have postponed returning to work.

And, in answer to question #3 in the Nonemployed version of Frank's questionnaire, about half noted that they found housekeeping and domestic chores pretty tedious, while the other half reported that they did not mind them and found them at times rather relaxing.

Sequential-career-and-childrearing womenWork-related attitudes

With regard to current employment, 49% indicated that they were working full-time, 39% were holding a part-time occupation, and 12% were not presently employed. When asked to specify why they were presently working, 74% answered they were employed for financial reasons, and 64% reported they were working for career satisfaction and self-fulfillment. Another 16% felt compelled to work because of social expectations and pressures, and 26% noted they worked to keep busy and occupy their time. The first two areas were ranked as moderately to very important while the latter two were ranked as slightly important. These percentages exceed 100% as many participants offered more than one set of reasons.

When asked to state whether they would work in the event their spouse earned a relatively good salary, 33% answered that they would work full-time regardless of this factor, 64% indicated they would work part-time in that case, and 3% said they would simply not work. And, in response to "If you were given a choice and if you were absolutely free of all financial pressures, would you want to be employed full-time, part-time, or not-at-all?", 17% mentioned

that they would still want to work full-time while another 63% noted they would only work part-time. Twenty percent reported that they would not work at all. In a similar vein, 77% indicated that they would prefer the option of working part-time over full-time on a yearly basis while 6% answered that they would still want to work full-time even if they were given the opportunity not to have to do it. Another 16% mentioned that they were not sure about what they would do, and 1% did not answer this question. These results reveal that a substantial minority have a greater commitment or desire to work outside the home than had been indicated elsewhere in other questions.

In addition to the above, among the 40% who had not yet married, 84% indicated that they would work for career satisfaction and self-fulfillment after their wedding, 73% would do so for financial reasons, 23% mentioned they would work to keep busy and occupy their time, and 5% said they would because of social expectations and pressures. All four areas were ranked from moderately to very important. The overall percentages exceed 100% as most subjects chose more than one alternative.

When asked to stipulate whether they would want

to engage in paid work at home instead of working outside the home, 40% answered no, 33% said yes, 25% indicated they were not sure, and 2% did not answer this question. Among those who answered yes or were not sure, 39% noted that they could take care of their children and household chores more easily that way, 20% reported they preferred to work at their own pace, 8% mentioned that it took too much time to commute between home and the workplace, 9% indicated they preferred to avoid the office or other workplaces because there was usually too much politics, 32% said they wanted to earn money so that they could contribute to the family's income, and 21% pointed out that there was a lack of trustworthy daycare centers. These percentages exceed 100% as most participants indicated more than one choice. Moreover, when asked to indicate what they would prefer if they had children under the age of three, 29% preferred to engage in "paid work" at home on a part-time basis, 6% favored "paid work" at home on a full-time basis, 40% selected part-time employment outside the home, 13% chose not to work at all for pay while their children were under the age of three, and 12% did not answer this question. Similarly, when asked to state what they would do if

they had children under the age of six, 17% preferred to engage in "paid work" at home on a part-time basis, 7% elected to do "paid work" at home on a full-time basis, 50% favored part-time employment outside the home, 10% opted for full-time employment outside the home, and 3% said they would not work at all for pay while their children were under the age of six. Thirteen percent did not answer this question. These choices were ranked from moderately to strongly preferred.

Finally, in response to "I would prefer not to work while my children are under the age of six", 20% answered yes, 45% said no, and 33% indicated they were not sure. Two percent did not answer this question.

With respect to their present occupation, 42% reported that they were working as white-collar employees, 2% were employed as saleswomen, 22% were working in the field of nursing, 3% held positions as clinical or school psychologists, 5% were employed as teachers in elementary or high school, 12% had un/semi-skilled jobs as waitresses and short-order cooks, 2% were working as commercial artists, and 12% were not presently employed. With regard to their aspired occupation, 11% indicated that they wanted to

work as financial and/or organizational consultants in academia, business corporations, and medical settings, 11% expected to be teaching and/or doing some research at the college level, 7% aspired to be preschool or elementary school teachers, 12% hoped to work as general, clinical or psychiatric nurses, 23% were looking forward to being social workers and/or mental-health or physical therapists, 13% expected to work as psychologists in the school system or have a private practice, 3% wanted to become lawyers, 8% aspired to become fiction writers or hold positions in journalism or public relations, 6% wanted to work as artists or craftswomen in various fields of endeavor, 2% were eager to work with animals, and 4% were interested in such fields as police work, office work, plumbing and truck driving. Incidentally, it is worth noticing that aside from holding a part-time or full-time job, all were attending school part-time or full-time. A great many were carrying a double-work load, and some were carrying a triple-work load as mothers, workers, and students. However, with regard to their future occupation, most expected to work on a part-time basis only.

Importance of marriage and of partner's support

In response to "In comparison to a job, how

important do you think marriage will be or is to your satisfaction in life?", 27% reported that it was the most important thing, 44% noted that marriage was relatively more important than their work, 24% said that marriage and their work were equally important, 1% stressed that marriage was relatively less important than their work, and 3% answered that marriage was unimportant. One percent did not answer this question. Moreover, 26% of those who were divorced or widowed reported that it was very important to get remarried, 37% indicated it was moderately important, 16% mentioned that it was not very important, and 21% noted that it was not at all important.

In answer to "How many years have you been married to your present husband?", most reported that they had been married for a few years. The range was from one year to fifteen years, and the average duration of marriage was 7.28 years. Those who were not yet married indicated that they had been with their boyfriend for quite a while. The range was from one year to eight years, and the average duration of unmarried cohabitation was 3.15 years. An additional 34% noted that they were single, and living alone.

With regard to their present level of activities

in school and/or at work, 77% reported that their husbands or boyfriends were supportive of what they did, 1% said they were hostile, and 10% mentioned that they were ambivalent about it. Twelve percent did not answer this question. In addition, 6% indicated that they were moderately worried that their success in school or on a job might cause their husbands or boyfriends to resent and dislike them, 1% noted that they were a bit worried that their male partners might leave them, and 93% revealed that they were not at all worried about the possibility of either resentment or abandonment.

In response to "How important is it for you to be self-supporting financially?", 55% answered that it was very important to them, 40% noted that it was moderately important, 2% said it was not very important, and 3% stated that it was not at all important. When further asked to indicate "How important is it for you to have a man take care of you?", 8% reported that it was very important, 42% noted it was moderately important, 39% mentioned it was not very important, and 11% answered it was not at all important. Finally, when asked to state whether they would follow their male partner in the event his job took him far away from where they were,

63% answered they would follow him and look for another job, and 13% stressed they would insist that he stay put in the same area because they would not want to lose their own well-paying job. Another 1% indicated that if he refused to compromise, they would not follow him, and 17% said that under these circumstances they were not sure what they would do. Six percent did not answer this question.

Attitude toward nurturer versus provider role

When asked to indicate the relative significance of their career and childrearing responsibilities, 6% reported that their job or career would be more important to them, while 94% indicated that their role as a mother would be more important during the child's early years. In the event their work life and family life were too difficult to combine and if they had to choose between their job and the care of their child, 3% stated that they would choose their job over their child's care, whereas 97% stressed that they would opt for the care of their child over their job. Moreover, 96% noted that it was more important for the average woman to maintain a successful relationship with her husband and children throughout her lifetime than it was to be successful in her job over her lifespan. Three percent held an opposite view,

and 1% did not answer this question.

When asked to specify what their primary obligation was in relation to work and family life, 61% indicated that raising their children at home when they were young was foremost, 25% answered that going to work outside to provide a source of income for their family came ahead of all other considerations, and 12% responded that finding self-fulfillment in their career was far more important. Two percent did not answer this question. And, in response to "If you accept outside employment, who is going to nurture, care, and socialize your child/children?", many noted that they would look for a combination of family members, daycare centers, and in-home or outside babysitters. Eighty percent preferred family members, 33% favored daycare centers, 29% selected private babysitters, 6% chose close friends, and 15% said they would not work while their children were under the age of six. These percentages exceed 100% since many subjects chose more than one alternative. The majority insisted that they wanted to be the primary caretaker. They would seek a work schedule compatible with their husband's so that both parents could be responsible for childcare. Most contemplated using daycare centers and/or babysitters as back-up systems

rather than as primary sources of care. In answer to the opposite option "If you stay home to take care of your husband and children, how are you going to provide for the economic needs of your family?", 31% indicated that they would seek outside employment on a part-time basis during the hours their husbands were at home to watch the children, and 38% reported they would undertake part-time in-house work such as secretarial and/or bookkeeping services, tutoring lessons, telephone solicitation, baking and catering, sewing, arts and crafts to sell, and so forth. Forty-six percent expected their husbands to be the main source of support, 18% said they would have to budget carefully, and 1% answered they did not know what they would do. Five percent noted they would not have children if they could not afford to start a family. The overall percentages exceed 100% since many participants offered more than one solution.

When asked to indicate how many women would continue to follow traditional patterns by choice rather than by social dictate, the range of answers run from 10% to 90%, and the average estimate was 40%. When further asked to stipulate how many women would have throughout life a primary commitment to their career and individual self-fulfillment, the

range of responses run from 10% to 90%, and the average estimate was 37%. Finally, in response to "If you are currently working, do you envy full-time homemakers?", 2% said yes, 36% answered no, 46% mentioned that they sometimes did, 11% stated they never did, and 1% reported they often did. Four percent did not answer this question. In answer to "If you are presently a full-time homemaker, do you envy women who have outside jobs in the work force?", 50% responded that they did not, and the other 50% mentioned that they sometimes did.

Views of the average woman

With respect to "What do you think the average American woman would like out of life?", 74% stressed that the average woman wanted above all a strong, lasting and loving relationship with her husband, and 56% said she was also eager to have healthy and happy children. Thirty-six percent stated she longed for financial security, and 13% noted she expected to have a nice house as well. Forty-eight percent emphasized that she wanted to experience independent success in her job or career, 17% reported she wanted to have control over her own life, and 16% underlined that she did not really want to work unless it was necessary. Another 35% believed that she just wanted

to be healthy and happy, 10% noted she yearned to enjoy life's pleasures, and 13% said she hoped to form lasting friendships. Three percent felt that she was eager to help others, and 1% did not respond to the question. These percentages exceed 100% as the majority of these women expressed more than one set of beliefs. The above findings are further clarified by the following comments: "To be happy and to feel important, equal, confident, and especially loved", "I think more women would like to stay home to raise their children than would admit to it since it is not the fashionable thing to do", "I see the average American woman usually too willing to acquiesce, compromise, and trade-off in exchange for a feeling of safety or the prospect of being taken care of and provided for by making whatever sacrifices may be necessary", "I think the average woman wants someone to take care of her, children, and a nice home, and money. Maybe a career, hard to say. Many women I know want it all (family and career) and some I know want to stay home and just be homemakers. It seems most want a sensitive intelligent man around. The more educated women want careers, independence, etc. Maybe a child - maybe not. But most women or all seem to

want a decent partner - strong need for intimacy",
"To 'have it all'- money, family, and free time...
I think most women want child/children without having
to entirely sacrifice their independence and "sense
of self'", "I believe the average American woman
has little desire to become a 'career-oriented'
person. Most women appear to be looking for a
wealthy mate with whom they can 'share the good life'
with little or more effort on their part",
"Financial security is the main thing. The women
of today want to be independent but dependent at the
same time. Most women today are selfish. I included
to an extent", "... I don't believe the average woman
really wants a career just a job she can enjoy",
"I'm not sure what the average American woman wants
out of life. I've run across several different types.
Some are very ambitious and are willing to work for
what they want. The other has no initiative and
wants everything handed to them. Others live from
day to day and just dream", "... The traditional
roles of wife and mother will always be important to
most, not all women. Women now feel they have more
options and at the same time these new options have
caused more pressures and problems", "I've come to
the realization though that women are finding it too

great of a burden to want it all. Maybe what the American woman wants is to find her individual niche and be free to do what is comfortable for her and have the societal expectations of automatically taking on the roles of wife, mother and career woman removed".

Work experience versus home life

In answer to questions #6 and #7 in the Employed version of Frank's (1980) questionnaire, all reported that a part-time commitment to work outside the home was a deep source of satisfaction to them. They all stressed that they needed diversity and wanted something more than their husbands and children. Sixty-three percent of the women interviewed in this group had children.

Forty percent of these mothers returned to work almost immediately after the birth of their children while the other 60% remained home for six months to five years. None stayed home more than five years. Forty percent were unmarried at the time and had to work to support their own families. But even though they had to work for financial reasons, they also acknowledged that they were glad to get out of the house for a few hours to break the monotony of home life. Like the others in their group, they needed another occupation to feel intellectually and emotion-

ally alive. They also noted that while they were unemployed, their husbands were very supportive and wanted them to be the primary caretaker of the children. Their presence at home was much appreciated.

With the exception of those 40% who were either divorced or unwed when their children were toddlers, all stressed that their husbands were equally encouraging and supportive when they rejoined the labor force. The husbands helped willingly in the daily routines of household chores and childcare, and were instrumental in making the transition from home to work easier. With respect to their present work status, 80% reported that their spouses respected their need to work outside the house. The other 20% noted that they were somewhat ambivalent. Like their male counterparts in group #2, these husbands were well aware that their wives tended to become edgy and restless without this outlet. Incidentally, those who were unwed or divorced then have subsequently become married.

Some mothers admitted that it was initially difficult for them to leave their offspring behind. They felt somewhat guilty when their children were away from them, but they also recognized that they

became very frustrated when they had to stay home all day. Most felt they had found very good substitute care and were not worried in that respect. They acknowledged that their children had been rather reluctant to leave them. There had been many tears initially but, according to the mothers, the children now seemed well-adjusted.

And, in response to question #3 in the Non-employed version of Frank's questionnaire, half indicated that they found housekeeping and domestic chores pretty tedious, while the other half noted that they rather enjoyed them.

Marriage-and-childrearing-only women

Work-related attitudes

With respect to current employment, 40% indicated that they were working full-time, 23% were holding a part-time occupation, and 37% were not presently employed. When asked to specify why they were presently working, 61% answered they were employed for financial reasons, and 40% reported they were working for career satisfaction and self-fulfillment. Another 15% felt compelled to work because of social expectations and pressures, and 23% noted they worked to keep busy and occupy their time. The first three areas were ranked as moderately to very important

while the latter one was ranked as slightly important. These percentages exceed 100% as most participants gave more than one set of incentives.

When asked to indicate whether they would work in the event their spouse earned a relatively good salary, 19% noted that they would work full-time regardless of this factor, 63% answered they would work part-time in that case, and 18% said they would not work at all. And, in response to "If you were given a choice and if you were absolutely free of all financial pressures, would you want to be employed full-time, part-time, or not-at-all?", 18% noted that they would still want to work full-time while 48% answered they would only work part-time. Thirty-four percent reported that they would not work at all. In a similar vein, 69% indicated that they would prefer the option of working part-time over full-time on a yearly basis while 9% stressed that they would still want to work full-time even if they were given the opportunity not to have to do it, and 19% mentioned that they were not sure about what they would do. Three percent did not answer this question. These results indicate that an overwhelming majority have only a limited commitment or desire to work outside the home.

Among the 39% who had not yet married, 92% stated that they would work for financial reasons after their wedding, 85% would do so for career satisfaction and self-fulfillment, and 19% mentioned they would work to keep busy and occupy their time. Another 12% indicated they would work because of social expectations and pressures. Those four areas were ranked from moderately to very important. These percentages exceed 100% as most subjects chose more than one alternative.

When asked to state whether they would want to engage in paid work at home instead of working outside the home, 27% answered no, 49% said yes, and 24% indicated they were not sure. Among those who answered yes or were not sure, 60% noted that they could take care of their children and household chores more easily that way, 27% reported they preferred to work at their own pace, 7% mentioned that it took too much time to commute between home and the workplace, 6% indicated they preferred to avoid the office or other workplaces because there was usually too much politics, 52% said they wanted to earn money so that they could contribute to the family's income, and 37% pointed out that there was a lack of good daycare centers. These percentages exceed 100% as most

subjects indicated more than one choice. Moreover, when asked to specify what they would prefer if they had children under the age of three, 36% strongly preferred to engage in "paid work" at home on a part-time basis, 1% favored "paid work" at home on a full-time basis, 9% selected part-time employment outside the home, 1% opted for full-time employment outside the home, and 53% chose not to work at all for pay while their children were under the age of three. Similarly, when asked to indicate what they would do if they had children under the age of six, 27% preferred to engage in "paid work" at home on a part-time basis, 4% elected to do "paid work" at home on a full-time basis, 11% favored part-time employment outside the home, 4% opted for full-time employment outside the home, and 54% said they would not work at all for pay while their children were under the age of six. These options were ranked from moderately to strongly preferred.

Finally, in answer to "I would prefer not to work while my children are under the age of six", 84% said yes, 10% answered no, and 6% indicated they were not sure.

With regard to their present occupation, 31% reported that they were working as white-collar

employees, 9% were employed as teachers in elementary school, 4% were working in the field of nursing, 12% held positions as saleswomen, 7% had un/semi skilled jobs as waitresses, and 37% were not presently employed. With respect to their aspired occupation, 18% indicated that they wanted to work as secretaries, 18% aspired to be preschool or elementary school teachers, 28% were looking forward to being social workers and/or mental-health or physical therapists, 7% expected to work as psychologists in community centers or have a private practice, 1% wanted to become lawyers, 1% aspired to become fiction writers, 3% wanted to work as interior designers, 3% were eager to work in wildlife conservation, and 4% expected to work as saleswomen. Another 17% did not know what they would do. Most of the 46% who were either single or divorced were presently carrying a double-work load as workers and students. But with regard to their future occupation, the overwhelming majority of the women in this group did not expect to return to the work force before their children were at the Junior or Senior highschool level, and some did not intend to resume work at all.

Importance of marriage and of partner's support

In answer to "In comparison to a job, how

important do you think marriage will be or is to your satisfaction in life?", 37% reported that it was the most important thing, 36% noted that marriage was relatively more important than their work, 16% said that marriage and their work were equally important, 3% stated that marriage was relatively less important than their work, and 8% answered that marriage was unimportant. Moreover, 40% of those who were divorced reported that it was very important to get remarried, 20% noted that it was moderately important, 20% stated that it was not very important, and another 20% indicated that it was not at all important.

In response to "How many years have you been married to your present husband?", almost all reported that they had been married for a number of years. The range was from one year to fourteen years, and the average duration of marriage was 7.31 years. Those who were not yet married indicated that they had been with their boyfriend for sometime. The range was from one year to five years, and the average duration of unmarried cohabitation or togetherness was 2.5 years. An additional 28% noted that they were single, and living alone.

With respect to their present level of activities in school and/or at work, 66% answered that their

husbands or boyfriends were supportive of what they did, 3% said they were hostile, and 9% mentioned that they were ambivalent about it. Twenty-two percent did not answer this question. In addition, 9% indicated that they were moderately worried that their success in school or on a job might cause their husbands or boyfriends to resent and dislike them, and 91% revealed that they were not at all worried about the possibility of either resentment or abandonment.

In answer to "How important is it for you to be self-supporting financially?", 34% responded that it was very important to them, 42% noted that it was moderately important, 13% said that it was not very important, and 11% indicated that it was not at all important. When further asked to divulge "How important is it for you to have a man take care of you?", 13% reported that it was very important, 45% said it was moderately important, 31% mentioned it was not very important, and 11% stressed it was not at all important. Finally, when asked to indicate whether they would follow their male partner in the event his job took him far away from where they were, 76% answered they would follow him and look for another job, and 6% stated they would insist that

he stay put in the same area because they would not want to lose their own well-paying job. Another 6% stressed that if he refused to compromise, they were not sure what they would do. Twelve percent did not answer this question.

Attitude toward nurturer versus provider role

When asked to disclose the relative significance of their career and childrearing responsibilities, 3% reported that their job or career would be more important to them, while 97% stressed that their role as a mother would be more important during the child's early years. In the event their work life and family life were too difficult to combine and if they had to choose between their job and the care of their child, 1% stated that they would choose their job over their child's care, whereas 99% specified that they would opt for the care of their child over their job. Moreover, 94% indicated that it was more important to the average woman to maintain a successful relationship with her husband and children throughout her lifetime than it was to be successful in her job over her lifespan. The remaining 5% held an opposite view, and 1% did not answer this question.

When asked to disclose what their primary obligation was in relation to work and family life, 87%

indicated that raising their children at home when they were young was foremost, 7% answered that going to work outside to provide a source of income for their family came ahead of all other considerations, and 6% reported that finding self-fulfillment in their career was far more important. And, in response to "If you accept outside employment, who is going to nurture, care, and socialize your child/children?", many mentioned that they would look for a combination of family members, daycare centers, and in-home or outside babysitters. Forty-two percent favored family members, 19% selected daycare centers, 31% opted for babysitters, 15% chose next door neighbors, and 34% said they would not seek outside employment while their children were under the age of six. The overall percentages exceed 100% as many participants offered more than one alternative. Most preferred to have mothers, grandmothers, sisters or cousins and good neighborhood friends as first choice, and daycare centers as last choice. They also pointed out that if they had to work, they would seek a work schedule compatible with their husband's so that both parents could share childrearing responsibilities. Moreover, throughout the interviews and questionnaire responses, strong feelings about values as well as reservation

regarding the concept of "quality time" were often voiced by the women in this group. This quote exemplifies these concerns: "I wouldn't accept outside employment unless my husband would be home with the children. I definitely don't want anyone else's values and morals instilled in my children, not even grandparents". It scares me to think what this generation will be like when they become adults being raised in daycare centers. I also don't believe in quality time. How can you have quality time when you are tired from working all day".

In answer to the opposite option "If you stay home to take care of your husband and children, how are you going to provide for the economic needs of your family?", 12% indicated that they would seek outside employment on a part-time basis during the hours their husbands were at home to watch the children, 43% would undertake part-time in-house work such as typing, telephone solicitation, sewing, babysitting for other children, arts and crafts to sell, and so forth. Sixty-one percent reported they would have to live on their husbands' salary, 16% noted they would have to budget carefully, and 5% did not answer this question. These percentages exceed 100% since many women suggested more than one possibility.

When asked to specify how many women would continue to follow traditional patterns by choice rather than by social dictate, the range of responses run from 10% to 70%, and the average estimate was 38%. When further asked to indicate how many women would have throughout life a primary commitment to their career and individual self-fulfillment, the range of answers run from 10% to 90%, and the average estimate was 43%. Finally, in response to "If you are currently working, do you envy full-time homemakers?", 12% answered yes, and 57% mentioned that they sometimes did. Another 21% stated that they did not envy them, and 10% stressed they never did. In answer to "If you are presently a full-time homemaker, do you envy women who have outside jobs in the work force?", 48% responded that they did not, and 52% noted that they sometimes did.

Views of the average woman

With regard to "What do you think the average American woman would like out of life?", 69% indicated that the average woman wanted a stable and loving relationship with her husband, and 66% said she wanted to have happy and well-adjusted children as well. Thirty-four percent stated she longed for financial security, and 9% noted she expected to have

a nice house. Fifty-eight percent stressed that she aspired to have independent success in her job or career, and 16% believed that she yearned to be respected. Thirty-six percent noted she wanted to have personal contentment, happiness, and a pleasant life, and 10% emphasized she hoped to be blessed with good health. Five percent said she was eager to do volunteer work to help others in whatever capacity, and 9% noted she wanted to have a circle of good friends. Three percent reported that she yearned for peace of mind, and 1% mentioned she wanted to deepen her spiritual foundation. Thirteen percent did not answer this question. These percentages exceed 100% as the majority expressed more than one set of beliefs.

These comments help clarify the above findings: "Health, comfortable financial situation, good solid, trusting relationship, well-adjusted children and happiness", "A happy fulfilling life full of love and surprises from family and friends. To be a part of something like that is a treasure in itself", "Personal satisfaction - whether it be at the work place, in the home or in the eyes of family and friends. A woman wants to be respected for her efforts at work or in the home", "I think that women want to have their work respected, whether it's homemaking or

outside employment. Believing that her life has been worthwhile would be important; many women get at least a portion of that sense of accomplishment from children successfully brought up", "I think the average American woman just wants to be happy both at home and at work. I still think women put a lot of importance on having children. But I also feel that they don't see the importance of being home with their children. Their biggest argument is - It's not the 'quantity' but the 'quality' of time spent", "To be content with the way their life is. Not all women want families and not all want careers. I believe most women make a choice and then their happiness depends on if they are content with the choice they have made. Most women I know want families and also want to work part time. This combination seems to keep most women happy by given them a family situation with outside stimulation from a job", "Have both a career and family which sometimes get confused and tied up in knots of failure", "I think typical American women want something they cannot have. They want too much. They want a husband, family, career and success and recognition in their careers. They want all of these things that require time, concentration, hard work and, most importantly, commitment. Ironically, they

also want independence to do more things for themselves, things they want to do", and "A career first then a family. The big problem with the average woman is that she wants everything her way and is not willing to sacrifice for her family".

Work-experience versus home life

In response to questions #3 and #4 in the Non-employed version of Frank's (1980) questionnaire, the majority indicated that their commitment to being a full-time homemaker was a great source of satisfaction. Even though most were now attending school a few hours a week, they continued to view the maternal role as the single most fulfilling aspect of their lives. Seventy-five percent of the women interviewed in this group had children. They said that childrearing is a far more important career in itself than enhancing one's own employment potential. According to them, teaching and raising children to become decent individuals is the ultimate achievement.

They emphasized that the family should come first and that work should be secondary. Consequently, they stated that they wanted to be the primary caretaker and did not want even to leave their children with anyone for more than a few hours a week. They also felt that they were best suited to

raise their own children and did not want others to influence them unduly. Moreover, they noted that they found childrearing activities enjoyable and fulfilling.

The mothers in this group reported that their husbands appreciated their being home all day. They also believed that their presence helped their children become more secure and confident individuals. About half revealed that they found housekeeping chores somewhat tedious, but the other half stressed that one need not be bored with homemaking activities but could become a creative homemaker.

CHAPTER 5

DISCUSSION

Psychological portraits of each group

This analysis is based on the overall findings concerning personality traits, locus of control variables, and gender-role orientation.

Career-only women

Tests of the hypotheses indicated that career-only women were higher than other women on the PRF traits of Achievement, Autonomy and Endurance, and lower on Affiliation and Succorance. Other analyses also revealed that they were the highest on Dominance, and lowest on Abasement and Nurturance. With respect to Achievement, Autonomy, Endurance and Dominance, these characteristics demonstrate that they are likely to be 1) self-reliant and independent, 2) are persistent, steadfast and capable of working long hours, 3) are competitive, purposeful and aspire to accomplish difficult tasks, and 4) are forceful and attempt to control their environment. These findings are consistent with the personality requirements of career achievement. Moreover, with regard to Abasement, Affiliation, Nurturance and Succorance, these attributes also indicate that they are unlikely

to be 1) self-effacing, 2) seek the advice and reassurance of other people, 3) make a great effort to maintain relationships with others, and 4) spend much time to assist and comfort others. These observations corroborate Low-Beer's (1982) earlier findings as well as those of Frank's (1980), who both had found that career-oriented women were more likely to display agentic than communal traits.

In addition to the PRF variables specifically included in the hypotheses, results of comparisons between the four groups on the remaining PRF traits are consistent with the conclusion that these women are more psychologically well-prepared for the career world than others. They were the highest on Cognitive Structure, Understanding and Sentience, and lowest on Play. High scores on Cognitive Structure and Understanding imply that accuracy, precision and inquisitiveness govern their style of approaching and solving problems. Those who are equipped with this type of cognitive functioning are more likely to make decisions based upon definite knowledge rather than upon mere guesses. Such individuals tend to pay attention to details, utilize and organize incoming material in greater depth, are deliberate and cautious before judging an outcome or making a decision, and are

analytical and good at synthesizing ideas. Moreover, high scores on Sentience show that they are likely to be observant and keenly aware of their environment and of their own sensations. Finally, high scores on Order bear witness to the fact that they are likely to be consistent, disciplined, and to dislike confusion and clutter. Reasonably low scores on Exhibition, Impulsivity and Play also denote that they are unlikely to be exhibitionistic, impulsive or pleasure-seeking. Low-Beer (1982) had already observed that those who were work-oriented were higher than others on Achievement, Endurance and Cognitive Structure, and lower on Abasement, Impulsivity and Succorance. Thus, goal-orientedness, endurance, self-reliance, emotional discipline and intellectual awareness are the distinguishing attributes of these women. The career-only group is high on those characteristics that can be logically related to career success and low on those tendencies which might interfere with such career success.

In their search for a successful career, these women partly conform to the stereotype of the dominant and aggressive career woman. High scores on Aggression and Defence signify that they are likely to enjoy combats and arguments, hurt other

people willingly to get their way if necessary, and defend themselves vigorously whenever attacked. It is also of interest to note that they were high on Social Desirability. This finding is not surprising considering that career success in today's world, for the most part, is a highly socialized endeavor.

The above characteristics indicate that they are not identifying with the traditional virtues of nurturance and selflessness commonly associated with a feminine gender role. Their pattern of dominant-instrumental behaviors clearly suggests that they have acquired and incorporated into their self-image a male gender-role identity. Societal pressures to conform to gender-role stereotypes do not seem to have prevented identification with the male model. Their sense of competency seems to rest more on instrumental than on expressive values. They do not appear to value the behaviors and dispositions traditionally associated with their own gender. Therefore, it is not surprising that they were by far the highest on Masculinity.

Results of comparisons between the four groups confirmed that they have a strong sense of control over their lives. They were high on Self-Control, but not the highest, and they were the highest on

Social Systems Control and Fatalism. High scores on Self-Control imply that they believe they can control their own impulses and emotions, and high scores on Social Systems Control and Fatalism denote that they think they can affect and help shape social and political institutions as well as be master of their own fate. They do not assume that luck or chance dictate success in life but rather that work, effort and skills do. They feel they have the power to determine what happens to them, and they are willing to take responsibility for their own actions and opinions. This attitudinal orientation helps explain why they are resilient, resourceful, persistent and do not give up easily in the face of difficulty. They rarely use withdrawal, hostility or depression as coping mechanisms when facing stressful situations (Anderson, 1977), and rarely take defeat as final (Lefcourt, 1982). Parenthetically, an internal locus of control is congruent with the male gender-role which emphasizes striving, mastery, problem-solving, competition, and autonomy.

Integrated-career-and-childrearing women

These women scored the second highest on Achievement, Dominance and Endurance but were not higher than other women on Autonomy. They were lower than other women on Affiliation and Succorance but

not on Abasement and Nurturance. Other analyses indicated that, in fact, they were the highest on Nurturance and second highest on Abasement. Together with Autonomy, these latter two attributes are not in the expected direction.

With respect to Achievement, Autonomy, Endurance and Dominance, these characteristics demonstrate that they 1) are likely to be persistent, steadfast and capable of working long hours, 2) are competitive, ambitious and aspire to accomplish difficult tasks, 3) are forceful and attempt to control their environment, but 4) are not particularly independent or free of ties to people. Moreover, with regard to Abasement, Affiliation, Nurturance and Succorance, these tendencies imply that they 1) are unlikely to seek the advice and reassurance of other people, 2) unlikely to make a great effort or spend much time to win friendships, but 3) tend to be self-blaming, and 4) are highly protective and supportive of those they love.

The lower scores on Autonomy and higher scores on Abasement indicate that they are falling short of the image of the superwoman who, supposedly, can do everything well and expeditiously. A possible explanation of these findings is that they feel pulled

into two directions at once. Achievement needs as well as needs for nurturance are in conflict. They may not feel all that autonomous as a result of their obligations toward others at home and in the career world. They may feel inadequate in meeting these antagonistic demands and may tend to blame themselves in both areas for less than maximal performance.

Further comparisons between the four groups on the remaining PRF traits revealed that they were high on Aggression, low on Change and Play, and the lowest on Exhibition and Social Desirability. Low scores on Change, Exhibition, Play and Social Desirability mean that they are likely to enjoy daily routines, are unlikely to want to be the center of attention, are not pleasure-seeking, and are not particularly concerned about what other people think of them.

Finally, like their female counterparts in the career-only group, they were high on Dominance and Aggression. These dispositions bear witness to the fact that they are likely to enjoy arguments, hurt other people when unavoidable, and get their own way whenever possible.

These women exhibit many of the personality

requirements that are needed for career achievement, but appear not to be quite as self-confident and self-reliant as their career-oriented counterparts. The fact that they are higher than other women on Nurturance indicate that they have not given up all typically female traits in their pursuit of a career.

These women manifest a combination of masculine and feminine characteristics. They appear to be somewhat sensitive to both the instrumental and expressive aspects of the self. However, they are not fully androgynous. They display the dominant-instrumental behaviors of striving, mastery, intellectual ascendancy and competition, but not those of independence and autonomy. The dependency and self-accusatory streaks found in their personality make-up are bound to undermine their assertive and achievant behavior. These women show the caring-expressive behaviors of nurturance but are not all that affiliative or subordinate. They identify with the traditionally female virtue of nurturance but reject selflessness. They also embody the traditionally male standards of competence and rationality but are somewhat uncomfortable with assertiveness. Since they exhibit an incomplete mixture of agentic and communal traits, it is not surprising that

there were not as many androgynous women in this group as had been anticipated.

Results of comparisons between the four groups indicated that they were the lowest on Self-Control but were reasonably high on Social Systems Control and Fatalism. High scores on the latter two components mean that they believe they can affect and help shape social and political institutions as well as be master of their own fate. They feel they have the power to determine what happens to them. This attitudinal orientation helps explain why they are persistent, resourceful, resilient and do not give up easily in the face of difficulty. But they are not quite as sure that they can keep their impulses and emotions under control. This may reflect the fact that their life is bound to be more pressured, more hectic, and more conflict-ridden than that of part-time workers, homemakers or childless women. They face the responsibilities of childcare and housework and the demands of a full-time career or job simultaneously - usually without sufficient help. This structural strain is likely to enhance stress and fatigue which, in turn, engender irritability. This factor may explain why they have the lowest score on self-esteem and self-control. They had been

expected to be more internal than other women since they handle more facets of life all at once, but obviously they do not experience a sense of control in all areas of their lives.

Sequential-career-and-childrearing women

Tests of the hypotheses showed that sequential-career-and-childrearing women were higher than other women on Affiliation and Succorance but not on Abasement and Nurturance, and lower on Achievement, Autonomy and Endurance. Other analyses indicated that they were the third highest on Dominance. Their ratings on Affiliation, Succorance, Nurturance and Abasement imply that they 1) are likely to be neighborly, hospitable and enjoy being with friends and other people, 2) seek the support, advice and reassurance of other people, 3) are sympathetic, comforting and spend much time to assist others, but 4) are unlikely to be yielding or self-effacing. With respect to Achievement, Autonomy, Endurance and Dominance, their ratings signify that they 1) are not industrious, purposeful and do not aspire to accomplish difficult tasks, 2) are not self-reliant and independent, 3) are not steadfast and willing to work long hours, but 4) are reasonably forceful and attempt to control their environment.

In addition to those PRF variables, results of comparisons between the four groups on the remaining PRF traits are consistent with the belief that these women are not sufficiently well-prepared for the career world. They were high on Aggression and Cognitive Structure, reasonably high on Understanding, and the highest on Harmavoidance. They were low on Change and Play, and the lowest on Impulsivity. A combination of reasonably high scores on Cognitive Structure and Understanding and low scores on Endurance and Achievement denote that they are accurate and precise, like the synthesis of ideas, and have a desire to understand many areas of knowledge, but they seem less capable of sustaining organized effort and of going through persistent long-term goals. These findings show that they have a genuine interest in intellectual matters, but they do not seem to have either the endurance or the ambition to pursue such ideas. They are bright, but they give up easily when the task becomes difficult and exasting.

A more elaborate glance at their ratings on Cognitive Structure, Impulsivity, Dominance, Achievement, Endurance, Harmavoidance and Autonomy confirms that intellectual awareness, good impulse control and a tendency toward forcefulness would serve them well in the career world, but a lack of ambition, a lack of endurance, a propensity toward self-

protection and withdrawal, and low self-reliance would sabotage career success. Such characteristics would impair their successful functioning within the career world. It seems that their choice of a part-time career and a part-time homemaking role stems from the fact that they do not have the capacity to have a full-time career. Moreover, based on the results of this study, one may speculate that their choice of a sequential career and child-rearing pattern emerges not so much from their attitudinal adherence to certain gender roles but rather from their lack of those psychological characteristics that are necessary for a full-time career pattern. Incidentally, Low-Beer (1982) had found somewhat similar trends in her earlier study among those who preferred a part-time job or career.

High scores on Aggression and Harmavoidance lead to another interesting contrast. These women exhibit a willingness to hurt others to get their own way and display a tendency to enjoy combats and arguments while, at the same time, they show a bent toward avoiding any activity that might result in bodily harm or threaten their personal safety at whatever level. This is another instance where much energy may be wasted. These two features point to a lack

of self-confident assertiveness in these women. Moreover, aggressive behaviors are usually inadequate and ineffective substitutes for assertive coping skills (Anderson, 1977; Tanck and Robbins, 1979).

Finally, low scores on Change and Play as well as high scores on Harmavoidance indicate that they enjoy daily routines and are not particularly innovative, are not overly playful or carefree, and tend to avoid risks and are generally cautious.

Thus, people-orientedness, dependency, low self-confidence, low self-investment in work, low achievement motivation, and low self-effacement are the distinguishing characteristics of these women.

In absolute terms, these women were the lowest on Masculinity and about average on Femininity. If one takes a look at the combined PRF profiles of the four groups, however, one sees that they were reasonably high on some traditionally male traits - Dominance, Aggression and Cognitive Structure - and high on some traditionally female traits - Affiliation, Nurturance and Harmavoidance. Therefore, they do not fit the stereotype of the typically undifferentiated individual as defined by Bem (1974). Even though there were more undifferentiated individuals in this group than in the other groups, the above results

show that their average gender-role orientation is not as undifferentiated as had been anticipated.

It had been expected that these women would be more external than internal since they exhibit less than a full commitment to either work or motherhood. But results of comparisons between the four groups indicate that they are high on Self-Control, Social Systems Control and Fatalism. These findings mean that they believe they can control their own emotions and impulses, can affect social and political institutions, and can be masters of their own fate. This belief is at first surprising given that they do not have the ability to succeed in competitive situations and are unlikely to have much economic or political clout. One possible explanation of this apparent contradiction is that their career pattern is one of limited challenge. Within their less demanding world, they feel in control. They may also have an illusory sense that this control extends to greater social and political dimensions. It is also conceivable that they feel a sense of control in their lives as a result of the fact that they are overwhelmed neither by work nor by family responsibilities. They may feel less trapped than either the full-time homemaker or the full-time worker.

Marriage-and-childrearing-only women

These women scored higher than other women on Abasement, Affiliation, Nurturance and Succorance, and lower on Achievement, Autonomy, Dominance and Endurance. With respect to Abasement, Affiliation, Nurturance and Succorance, their ratings suggest that they 1) are likely to be self-effacing and self-subordinating, 2) are likely to be sociable, hospitable and enjoy being with friends and other people, 3) are likely to be comforting, encouraging and easily perform favors for others, and 4) are likely to seek the support and advice of other people. With regard to Achievement, Endurance, Dominance and Autonomy, their scores indicate that they 1) are unlikely to aspire to accomplish difficult tasks outside the home, 2) are unwilling to work long hours on a given problem, 3) are not particularly forceful or assertive, and 4) are not very independent.

Results of comparisons between the four groups on the remaining PRF traits show that these women were high on Harmavoidance and Order, moderately high on Exhibition and Social Desirability, and the lowest on Aggression, Change, Cognitive Structure, Dependence, Sentience and Understanding. Reasonably low scores on Cognitive Structure and Understanding mean that they are not likely to question incoming

Discipline and good impulse control would serve them well in the career world, but lack of ambition, lack of endurance, limited intellectual curiosity, low self-reliance, and a bent toward self-protection would hinder career success and would impair their successful functioning within the career world. They are also characterized by low investment of energies in work outside the confines of the family. Rather, a desire to win friendships and sustain the web of human interconnectedness, a readiness to comfort, cherish and help others, and a tendency to place others spontaneously before oneself are the hallmark of these women.

The above characteristics indicate that they are identifying with the traditional virtues of nurturance and selflessness typically associated with a feminine gender role. Their pattern of caring-expressive behaviors suggest that they have acquired and incorporated into their self-image a female gender-role identity. Their sense of competency seems to rest more on expressive than on instrumental values. They appear to be wedded to the emotions and behaviors traditionally associated with their own gender. Therefore, it comes as no surprise that there is a preponderance of feminine individuals in

this group.

These women are internal on Self-Control and Fatalism but are somewhat external on Social Systems Control. They believe that they can control their own impulses and emotions as well as be masters of their own fate, but they are uncertain about their power to influence the political and social institutions around them. Given that their financial well-being is largely dependent upon that of their husbands, it is not surprising that they feel somewhat powerless in this respect. Since it is customary to see economic power translate into political clout, their sense of political powerlessness may be viewed as realistic. They do not have the illusory belief that their sphere of control extends into the greater social and political realms of life. It had been expected that they would be more external than internal in all three aspects of life since they tend to be more people-oriented and dependent upon others. But, with the exception of a lesser sense of control over institutions in general, they feel as in control of themselves and their lives as the women in the other groups. The stereotype that the role of full-time homemaker is permeated with a sense of helplessness or inability to determine one's fate is not born out by the results

of this study.

Further psychological characteristics of each group

Additional characteristics of each group emerged from the findings concerning their views and attitudes toward marriage, motherhood, children, and the career world.

Career-only women

When it comes to responsibility toward the self versus responsibility toward others, these women are focused on fulfilling their own desires rather than on meeting the needs of others (Gilligan, 1982). Whether it pertains to husbands, children or relationships in general, they are more self-committed than devoted to maintaining an interdependence of love and care. They have a greater need for power than for affiliation, and they want self-enhancement through work and career satisfaction. Intellectual stimulation, individual initiative, independence, personal accomplishment are valued, and they are unrelentingly determined to leave their mark in the career world. Long hours of work and the sacrifice of a large portion of their personal life go along with their pursuit of accomplishments. They are tenacious and aggressive in their quest for recognition and success. In their search for a sense of competence and personal

worth, they have little time for men. They are not, a priori, against marrying but they believe that men's expectations should not interfere with their climb to the top. If there is a conflict of priorities, they are more likely to let men go than to give up their own aspirations. They value personal freedom and do not particularly mind staying single and childless to concentrate on their long-term goals. These characteristics are very much in keeping with recent reports by Golden, Linnon, McGrath, and Walsh (1987), Gordon, Hutchison, Kantrowitz, and Wingert (1986), Gross (1985), and Whiteside (1984) who concluded that career-oriented women tend to travel through life - by choice or by necessity - unencumbered by others.

They have a commitment to work rather than to familial or social relations. Their work replaces or is equivalent to their personal life. Self-actualization, fulfillment, and contentment are based on achievement and power, not on affiliations and obligations toward others. Marriage is less central to them, and family life is not as great a source of satisfaction as achievement via independence. They do not dislike children. In fact, they are concerned about the physical and psychological well-being of

children, but they are not prepared to sacrifice their time, energy or personal freedom to take care of children's needs. They are unwilling to make the necessary emotional and financial sacrifices it takes to raise a child. In summary, their own wants and needs come before those of others. These findings are contrary to Gilligan's (1982) assertion that women are primarily interested in "a life lived in relationships".

Integrated-career-and-childrearing women

With regard to responsibility toward the self versus responsibility toward others, these women are as focused on fulfilling their own desires as they are on meeting the needs of others. They express as much concern for the satisfaction of the wants of others as they do for the gratification of their own needs. While individual initiative, personal accomplishment and intellectual prowess are valued, human interconnectness is deeply appreciated. Self-enhancement through work and career satisfaction does not overshadow fulfillment through love and caring. For these women, career-oriented goals do not supersede devotion to husbands and children. Their self-respect depends on succeeding in both areas. If they fail in one or the other, they feel miserable and incomplete.

Their need for power is as strong as their need for affiliation. Although they try to devote equal energy to both, the demands of work often leave little time for husbands and children. These results corroborate those of Basler (1986), Berg (1987), Leonard (1987), and Rosset and Ducout (1987).

These women encounter schedule conflicts as well as conflicts of allegiance. When they are at work, they feel they should be at home with their children but, when they are at home, they feel they should be at work. They fear that their children's requests for attention will not be sufficiently met, and they worry that their husbands will not receive adequate care. They believe that too much involvement in one area means they are neglecting the other. They voice the concern that they are not performing optimally in any direction. They often feel inadequate and are plagued by uncertainty and doubt. They feel guilty about not spending enough time with their family and not spending enough time at work. The triple duties of being a worker, mother and wife leave them exhausted, anxious and irritated. These observations are consistent with the finding that they have low self-esteem and do not feel in control of their emotions.

Even though their husbands are often very cooperative

with household tasks and share some childrearing duties, these women perceive that the burdens of childrearing and the smooth running of the house remain theirs. While about half do not consider that maternal employment is detrimental as long as the children have a supportive home environment, the other half believe that daycare centers do not provide a nurturing environment and worry that their absence would have a deleterious effect on their children. But, whatever their feelings on the issue, all are deeply concerned about the well-being of their offspring. All face the interlocking difficulties of childcare - availability, affordability, and quality (Denmark and Rubinstein, 1978; Rubin, 1987; Wallis, 1987). Finding satisfactory childcare tops their list of problems.

Both work and relationships are important for their sense of self-definition. The love and support of their husbands are as central to them as the rewards of motherhood. Both are a great source of satisfaction and are as vital as achievement via independence. Although their sense of self-actualization is not solely pegged on career achievement, they are not prepared to give up their ambitions and their earning power for the full-time care of husbands and children. In that sense, they are not primarily interested in

"a life lived in relationships" (Gilligan, 1982). Rather they view their lives with others as one facet of a happy and successful existence.

Sequential-career-and-childrearing women

With respect to responsibility toward the self versus responsibility toward others, these women are conflicted between fulfilling their own desires and meeting the needs of others. Although they are willing to pour the bulk of their energies into developing loving relationships with their husbands and children, they are not ready to sustain either relationship on a full-time basis and are easily bored with daily duties to others. Their goal of being a supportive wife and mother does not override a wish to preserve a large amount of time to themselves in order to satisfy other interests outside the home. They do not feel totally fulfilled by taking care of others and often feel confined and restless. Their desires to be good wives and mothers are interwoven with feelings of resentment toward children whom they often find demanding and burdensome and husbands who they believe are not worthy of one's full devotion. Their dedication is not wholehearted. They are ambivalent about self-abnegation.

Nonetheless, marriage, family and personal

relationships are more vital to them than is a full-time commitment to work. They are not eager to pursue a full-fledged career. They prefer a job or semi-career that will provide an outlet for their intelligence and confirm their own sense of identity. Their commitment to the workplace is not permanent or continuous. Rather they intend to rotate in and out of the workforce when necessary or convenient. They want some financial independence, but they also expect to be able to rely mainly on their husband's salary. Moreover, although they hope to have an array of rewarding work experiences, they do not exert themselves to acquire professional skills or expertise. Few are really energetic about pursuing higher studies, and few have clearly defined career goals. Not only are they ambivalent about their obligations to others, but they are ambivalent as well with regard to self-development through career advancement. They want to avoid excessive stress and have concluded that a less than full commitment to the working world would result in a more satisfactory life experience.

They think that without work they would be bored as wife and mother, but that without their family they would feel incomplete and hollow. Although their devotion to children is less than optimal, motherhood

is important for their self-definition. It gives them a sense of accomplishment and is more meaningful to them than a career. Most welcome a daily separation from their children for a few hours, but they cannot bear the idea of leaving their offspring all day in a daycare center. They believe that, no matter how good a center may be, it cannot replace a mother's love and care. They want to remain the primary caretaker. They feel that on the whole a part-time occupation is less threatening to their husbands and is less detrimental to the well-being of their children than a full-time career. They point out that hectic juggling of husbands, children and work is more likely to lead to discontent than it is to harmony. They feel that human energy is limited and that, as a result, they do not want to take on the stress, overload, and conflict that is involved in full-time work. They emphasize that they appreciate their relationship to their husband and want neither to jeopardize it nor to strain their marriage by spending too much time away from home. In this sense, they value "a life lived in relationships", but they are not unequivocally devoted or giving to those whom they love.

Marriage-and-childrearing-only women

When it comes to responsibility toward the self

versus responsibility toward others, these women are clearly more concerned with the wants and needs of others than they are with the gratification of their own wants. They have a deep-seated longing to be of service to others and thrive on the chance to love and care for them. They embrace motherhood and domesticity with enthusiasm. They see their role of mother as a calling rather than an obligation (Russo, 1976). Mothering is their major profession, and their relationship with their offspring is intense and fulfilling. They choose to stay home because they want to be with their children, and they see childbearing and childrearing as their first priority. They also think that their children are an unmitigated source of joy. These findings substantiate reports by Bohlen and Viveros-Long (1984), Fleming (1986), Jensen, Christensen, and Wilson (1985), and Smith and Self (1981) who noted that such women perceive parenting as enjoyable and laudable. These women also report that, within the confines of their homes, they experience freedom and have an optimal existence. For them, the day-to-day task of raising children is more satisfying than an average job.

Contentment, for these women, necessarily involves a happy family life. Their connection to their

children and to their husbands is more important than being active in the working world. Their family is their career. They consider that tending to the needs of their family and of their community is a great achievement in itself. It should not be held in lesser esteem than career achievement outside the home. They also feel that children suffer when their mothers pursue careers and that a child's emotional and physical well-being should come ahead of career considerations. They also think that a mother is the one best suited to raise her own children and that such care should not be left in the hands of strangers - no matter how benevolent they may be. Partial or part-time mothering is not a palatable goal.

They appear as devoted to their husbands as they are to their children. Preserving a stable, loving relationship with their mate is as rewarding and as imperative to them as seeing their children grow into honorable and happy individuals. Their sense of self-definition revolves around the two central poles of children and husband. They have, however, a limited commitment to the workforce. They rely on their husbands' income and trust that such income will continue to provide for them in the future.

With regard to Gilligan's (1982) theory, these women are the only ones in this study who desire exclusively "a life lived in relationships".

Importance of race, marital status, income bracket, educational level, and religious preference and beliefs

The above findings on personality make-up and career expectations are moderated by educational aspirations as well as by religious denominations and beliefs, but are not much influenced by race, marital status or income level.

Race itself had no major impact. Blacks were a bit more harmavoidant than whites and were more uncertain about their influence on economic and political institutions. Given their long history of discrimination, it is not surprising that they harbor such feelings.

Some personality variables were found to be relevant for aspired education levels. Those who were lower on Achievement, Autonomy, Dominance and Masculinity, and higher on Femininity were more likely to stop their education at the Bachelor's level. In contrast, those who were highest on Achievement and Masculinity were more likely to pursue higher educational and career aspirations. These findings are in keeping with those of Erdwins and Mellinger (1984), Parelius (1975), Peplau (1976), and Wicks and Workman (1978) who con-

firmed that women who are lower on intellectual functioning and achievement motivation are more likely to have lower educational aspirations and to be more family-oriented than career-oriented.

Those who were in the highest income bracket tended to be less self-effacing. With the exception of Abasement, income level is not correlated with personality variables that are important for determining group membership.

Marital status also had minimal effect on group membership. Married women tended to be more cautious and more in control of their emotions than divorced women. They were also more cautious and less masculine than single women. This finding could well be, for the most part, the result of the impact of married life on women's personalities rather than representing a difference between the type of women who marry versus those who are single. Longitudinal studies could determine which explanation is most adequate.

However, both religious denominations and religious beliefs were related to some personality variables which are salient for group membership. Thus, those who were non-religious and non-believers were the most autonomous. Protestants were less fatalistic than Catholics, and Catholics were less autonomous than

non-religious individuals and those who adhere to other denominations. Catholics were also more affiliative than the latter groups.

Believers were more nurturant and more in control of their emotions than either non-believers and those who were ambivalent about their religion. Believers were also less autonomous than non-believers, and more self-effacing than those who were ambivalent about religious affiliation.

Based on these findings, it would appear that a woman's choice of career path is strongly influenced by her values, by her cultural and religious context as well as by expectations regarding educational attainment. These factors may dominate career-group choice directly as well as by affecting personality traits which are involved in such decisions. Thus, the emphasis on sacramental family life in the Catholic religion may lead both to the high priority of family in the lives of believing Catholics as well as lead to a high level of nurturance and affiliative needs in those raised within the Catholic tradition (Berger, 1987). It should be kept in mind, however, that in a modern pluralistic society, families and individuals have a good deal of choice regarding the nature of their religious affiliation and, more significantly,

the degree of their religious commitment. Concerning personality traits and life choices, there could be an interaction between individuals or families and a variety of religious traditions. For example, Catholic individuals and families having higher affiliation needs might adhere more closely to their faith whereas those with lower needs of this type might move further away from religious commitment. Or, perhaps, those with stronger religious commitments, whose personalities are molded in accordance with such precepts, will tend to continue a high level of religious affiliation. This interactional model allows religious institutions a strong degree of influence on career-group membership without denying the importance of individual choice.

Differences between current and future mothers

The reported differences between current and future mothers - namely that future mothers were higher on Autonomy, Nurturance and Masculinity - may result from the different life experience of the two groups. Future mothers may feel freer because they are unencumbered by parental duties. They feel less inhibited in expressing dominance and aggressivity. They also experience unmet needs for nurturance, which appear to

diminish with years of actual parenting. Aside from these differences, which are understandable in light of the experience and constraints of childrearing, the two groups remain similar in their aspirations toward career achievement as well as toward family life.

General conclusions and implications

One way of understanding and summarizing the results regarding the characteristics of the four career-path choices is to look at the areas of convergence and divergence. With the exception of the career-only group, the other three groups are very similar in a variety of factors: 1) marriage is high on their list of priorities, 2) motherhood is very important for their sense of self-definition, and most report that they would feel empty and incomplete without children, 3) the safety and well-being of their children are uppermost in their minds, and almost all have a strongly democratic philosophy toward childrearing, 4) few would choose to work at home for pay if given the option, and 5) an overwhelming majority believes that the average woman wants a loving relationship with her husband, and a happy family life. The three groups diverge, however, when it comes to their level of work commitment versus mothering: 1)

they have either high or low levels of career aspirations, 2) they are about evenly split on the merits and demerits of childcare centers or other childcare arrangements, 3) there is wide disagreement on whether the mother's full-time presence is indispensable for the well-being of the child, 4) they experience varying degrees of guilt at the prospect of having to leave children in order to work, 5) they hold different views on the relative costs and rewards of parenting, 6) they express varying degrees of concern for self versus concern for others, and they vary in the degree to which they desire "a life lived in relationships", and 7) they have different patterns of psychological needs as indicated in their PRF profiles.

It is enlightening to apply Maslow's (1943) concept of need hierarchy to the results of this study. For the marriage-and-childrearing-only group, the greatest degree of fulfillment seems to come through love and belongingness. The sequential-career-and-childrearing group appears to satisfy their needs at the level of self-esteem or self-actualization - without risking love and belongingness. The integrated-career-and-childrearing group is willing to sacrifice a fair amount of their love and belongingness needs in order

to meet "higher-level" needs. In some career-only women, the desire for self-esteem and achievement is so great that love and belongingness needs may be forfeited altogether. Maslow has, however, indicated that it is very difficult if not impossible to satisfy higher-level needs if there is a significant deficit on lower levels. So some career-only women might be taking a real chance. On the other hand, some of these women might be meeting their affiliative needs not in the traditional structure of marriage but in the workplace. Their colleagues may serve some of the same belongingness needs as do family members for the marriage-and-childrearing-only group. Additional studies are needed to determine the adaptive patterns which career-only women utilize and how well those serve to satisfy their psychological needs.

Another point worth thinking about while considering the results of this study is that many full-time homemakers do have a high need for achievement. This is true despite the fact that their need for achievement is lower than that of full-time career women. In the interview sessions as well as in the open-ended questions interspersed throughout the Work and Marriage Plans Questionnaire, many indicated that they viewed rearing children successfully to young adulthood as a major

achievement. It is currently perceived that achievement occurs only through career or educational advancement. Motherhood is viewed more in terms of nurturance - giving of oneself - than it is considered to be an achieving position. However, as just noted, many homemakers regard motherhood as the ultimate accomplishment. It should be recalled that in other historical periods, the role of mother was held in high regard and was considered to be one of great achievement. Thus, in the home life of the American frontier, the full-time homemaker was responsible for preparing and often growing food, raising children, and making the family's clothes. Such activities may be looked upon as distinctive achievements. One might speculate the degree to which the present findings might have been replicated during other periods. For instance, in the 1950's - with its different environmental press in terms of career options, educational opportunities and social expectations - the personality profiles of full-time homemakers might have been different than those of current full-time homemakers. Such women might have had a higher level of achievement since childrearing was considered a greater accomplishment then. Although such speculations cannot be readily confirmed, they do serve to place the present

findings within a more general cultural and historical context.

It is also possible that many homemakers today do not see their domestic activities as an achievement. Whether a given activity is perceived as an achievement or not depends partly upon the prevailing culture and partly upon the woman's own point of view. It is also relevant to point out that many men may not inevitably view their jobs as indicating achievement but work for other motivations. Therefore, there is not a one-to-one correspondence between a given activity and the assessment of whether it fulfills an achievement need or any other needs. This deduction is congruent with Allport's (1961) concept of functional autonomy which posits that a given activity may, over the course of years, satisfy a series of needs.

The results of this study also lead one to surmise that the most difficult internal obstacle for those who wish to make a transition from full-time homemaking to the career world may not necessarily be a low need for achievement. It may be a more formidable handicap. Competition and evaluation anxieties might play a greater role than achievement motivation. Within the confines of the home, homemakers have the opportunity to achieve without competition and are free, in most instances, from constant evaluation. In the American

workplace, such freedom is relatively rare. These women would have to learn to deal with competition and evaluation by superiors. This situation contrasts sharply with that of the homemaker who is responsible for evaluating her own work. Current results indicate that homemakers feel largely in control at home whereas one might infer that they would feel less in control in the workplace. The psychological issues pertaining to such transitions are sufficiently complex to warrant an array of programs to help women learn to deal with the new demands and limitations - as well as with the new opportunities - of the workplace. They also could benefit from assistance in sorting out their priorities as they enter the working world.

It is important to point out the heterogeneity of the women sampled here. Some individual women are very different from the modal representative of their career-path group. For example, the modal orientation for the career-only group is masculine and, for the other three groups, is feminine. However, in each of the four groups, one finds all four gender-role orientations (Table 24). This finding leads one to conclude that gender-role orientation does have a bearing on career choice, but that it cannot be taken as a definite index of work-pattern group membership.

Further studies are required to explore those who are different from the typical woman in their career-path group. In what ways is their experience, adaptation and life satisfaction different from those following the more typical orientation? Is there a satisfactory niche in the career world for the feminine gender-typed woman, and how does it differ from that of the more typical masculine gender-typed career woman? Such studies would be significant because even small percentages translate into many millions of women. Furthermore, the results would have implications for working with such women in educational, counseling, therapeutic and industrial settings.

The results of this study also indicate that locus of control variables are not correlated with career-group membership. With the exception of lesser Self-Control in the integrated-career-and-childrearing group and lesser Social Systems Control in the marriage-and-childrearing-only group, locus of control did not turn out to be a relevant variable. This finding is of interest in two major ways. First, career-pattern choice appears not to be based on cognitive/attitudinal variables but rather has much more to do with the type of needs measured by the PRF.

The goals of full-time homemakers or sequential-career-and-childrearing women do not result from a sense of helplessness or inability to determine their fate but represent choices based upon the differing psychological needs of the two groups. Secondly, to the extent that these participants have already begun to embark on their career paths, these choices have not resulted in a differing sense of control. Given that the women who chose full-time childrearing or sequential career and childrearing are as internal in locus of control as are the full-time career women in this study, one may conclude that these women feel as in control of themselves as the women in the latter groups. This finding, that a sense of control is not strongly linked to career-pattern choice, confirms the results of the author's previous study.

From a theoretical point of view the findings of this study may be viewed from the standpoint of person-environment interaction. Personality is shaped by a plethora of environmental influences. In turn, the individual is able, within limits, to select environments most consistent with her personality make-up (Wachtel, 1977). With regard to the choice of a specific career path, both environmental factors such as economic necessity, the expectation of

others, and cultural influence as well as personality variables play a significant role. No doubt, in individual cases, one or the other of these factors may be found to predominate. Such examples, however, do not invalidate an integrative interactional approach.

A prevalent point of view, often but not exclusively found in the women's movement, is that it is the absence of childcare centers, supportive spouses and an encouraging business climate which prevents women from achieving a high level of career success or holding a full-time job. The results of this study indicate that personality factors are also very much involved in women's career choices. It is true that the development of personality traits is strongly influenced by families and cultural factors as well as by the potential offered by the society for successful entry into career roles. Once the personality of a young adult woman is formed, however, it is correlated and presumably limits the options from which she can select. For example, a woman with poor impulse control, low need for achievement and low perseverance could hardly be expected to succeed in upper management. Such characteristics would also prevent men from excelling in the higher levels of the corporate world.

Feminist social scientists have worked hard to expand the range of roles permissible for women. They have opened the road to countless opportunities in the legal, economic and sexual realms. They have raised women's career aspirations, encouraged women to become more independent and self-reliant, and spurred women to acquire greater economic and political clout. But in considering issues pertaining to the position of women in contemporary society, they have often focused on environmental factors and have tended to neglect personality variables. This study complements such work by pointing out the relevance of focusing also on psychological dimensions. Aspirations and psychological needs may either facilitate or hinder a productive and happy life for women. Studies concentrating on psychological as well as on environmental factors can serve to maximize women's potential in all aspects of life. Above all, such an approach would avoid the oversimplified conclusions which derive from considering environmental factors alone.

The results of this study also lead one to believe that women should develop greater self-awareness before embarking on a specific career path. They should discover their strengths and limitations and become more conscious of their goals and priorities.

With the help of such knowledge, they could anchor their decisions on more solid ground and would, therefore, be less subject to the pushes and pulls of environmental pressures. They would be more able to reconcile their duties to home and to work according to their own inner tempo - not according to what society might or might not expect of them. Such knowledge, if appropriately acted upon, might lead to greater happiness, life satisfaction and sense of fulfillment throughout their adult lives.

Suggestions for future studies

The findings of this study are limited by the nature of the sample considered. Whether the characteristics of the work-pattern groups of women examined here can be extrapolated to other groups of women must be ascertained in subsequent studies. The present sample was primarily a middle-class group in a large Midwestern city. They were attending a state-supported urban university and were taking courses in the social sciences at the bachelors and masters level. Their economic and intellectual resources are in the middle range. Groups of career-women elites - such as those studying at Ivy League law schools, medical schools or business schools - might well provide different results. For example, it might be found

that achievement, autonomy, dominance, endurance, cognitive structure and understanding are even more salient features than in the current group. Also, women without college experience or even high-school diplomas could show a different relationship between personality traits and career patterns. It would be helpful to compare groups of women with different levels of abilities and from different socio-economic backgrounds. An additional factor to be considered is that most of the women studied here were enrolled in psychology courses. A large portion of them will tend toward the helping professions. Such fields are more consistent with the traditional female role than is life in the business world.

Longitudinal studies examining the development of women's career patterns are also needed. The current study is, in a sense, a still photograph of women and their plans in a single moment of time. Longitudinal studies would provide information and findings regarding the vicissitudes of these women as they continue with their lives. Major shifts in their career paths - either of a voluntary or obligatory nature - might occur. Shifts in their pattern of needs as well as in other psychological variables might also take place during the course of

adult development. In such longitudinal studies, it would be of great interest to discover how various combinations of personality needs and career paths are related to happiness, life satisfaction and successful functioning on the one hand, and anxiety, depression and unhappiness on the other.

Furthermore, multi-national and cross-cultural studies would provide more insight into the relation of women's career paths, personality, and cultural or family influences. Women throughout the world are experiencing varying rates of transition with regard to balancing work and family life. The factors underlying these choices in different nations may show similarities as well as differences. Research on women's role adjustment in various cultures may also be a way of discovering which cultures have developed the best solutions to some of the issues faced by women as they participate in the dual worlds of home and career.

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These consist of pages:

Appendix A Personal and Social Reaction Inquiry P.292-295

Appendix B A Probing into Self-Expression P. 296-302

Appendix C Interpersonal Disposition Inventory P.303-306

Appendix F Initial Interview Employed P. 324-327

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APPENDIX D

THE WORK AND MARRIAGE PLANSQUESTIONNAIREDIRECTIONS:

"It is our responsibility to protect your dignity and welfare as a research participant. In gathering the present data, we have chosen to give you a code number to insure your spontaneity, anonymity, and privacy. The information you share with us will remain anonymous since all the answers provided by the participants will be analyzed and presented in general form to the sponsors of this survey. Thus, there is no way that your right to privacy can be violated by this study.

Please do not distort your thoughts, feelings, and experiences out of embarrassment, a need to preserve a sense of dignity, or a desire to create a favorable impression. The anonymity of your answers protects you from the understandable need to respond in ways designed to make a favorable impression.

Your honesty is essential for the scientific quality of the information collected by this study."

Thank you for your cooperation!

Please indicate your marital status:

Single _____
 Married _____
 Separated or divorced _____
 Widowed _____
 Living with someone in unmarried heterosexual cohabitation _____
 Unmarried but dating a long-term "significant" other _____

Code number: _____ Date: _____

Sex: _____ Age: _____

Those of you who do not presently have and do not plan to have children in the future, please go on to question #2.

Those of you who are or plan to become a mother, please answer question #1A, 1B, or 1C.

1A. Those of you who are not mothers and are not currently pregnant but do plan to have children in the future:

- After the birth of your first child and when s/he is 4 months old or younger, would you choose to work part-time___, full-time___, or not-at-all___?

- If you plan to stop working after the birth of your first child, how long do you intend to stay away from the work force?

6 months or less_____

Two to six years_____

6 months to a year_____

More than six years_____

A year to two years_____

If more than six years,

how many years_____

- After the birth of your second child, would you choose to work part-time___, full-time___, or not-at-all___?

- If you were to have a second child, how long do you expect to stay at home with your children before returning to the work force?

6 months or less_____

Two to six years_____

6 months to a year_____

More than six years_____

A year to two years_____

If more than six years,

how many years_____

- How many children do you intend to have? _____ How many years apart would you prefer to space your children? _____

1B. Those of you who are already mothers:

- After the birth of your first child and when s/he was 4 months old or younger, did you choose to work part-time___, full-time___, or not-at-all___?

- If you stopped working after the birth of your first child, how long did you stay away from the work force?

6 months or less_____

Two to six years_____

6 months to a year_____

More than six years_____

A year to two years_____

If more than six years,

how many years_____

- After the birth of your second child, did you or would you choose to work part-time___, full-time___, or not-at-all___?

- If you were to have a second child or if you already have one, how long do you expect to stay at home with your children before returning to the work force?

(Continued)

6 months or less _____	Two to six years _____
6 months to a year _____	More than six years _____
A year to two years _____	If more than six years, how many years _____

How many children do you have now? _____ How many children do you intend to have? _____ How many years apart did you or would you prefer to space your children? _____

1C. If you are currently pregnant expecting your first child:

- After the birth of your child and when s/he is 4 months old or younger, will you choose to work part-time____, full-time____, or not-at-all____?

- If you plan to stop working after the birth of your first child, how long do you intend to stay away from the work force?

6 months or less _____	Two to six years _____
6 months to a year _____	More than six years _____
A year to two years _____	If more than six years, how many years _____

- After the birth of your second child, would you choose to work part-time____, full-time____, or not-at-all____?

- If you were to have a second child, how long do you expect to stay at home with your children before returning to the work force?

6 months or less _____	Two to six years _____
6 months to a year _____	More than six years _____
A year to two years _____	If more than six years, how many years _____

- How many children do you intend to have? _____ How many years apart would you prefer to space your children? _____

2. Would you elect to be "childless-by-choice" as part of your marriage-career option? Yes____, No____, Not sure____.

How sure are you of your answer to the above question now?
Very sure____, Moderately sure____, Not very sure____, Not-at-all sure____.

How likely do you think this plan will change? Definitely likely____, Probably likely____, Not very likely____, Not-at-all likely____.

If you have indicated that this plan might change, in what way do you think it will? _____

If you were to decide not to have a child, would you do so because of medical reasons____ or simply because motherhood is not important to you now____? Any comments? _____

All participants should answer the following questions.

3. If you were given a choice and if you were absolutely free of all financial pressures, would you want to be employed full-time___, part-time, or not-at-all___?
4. How important is it for you to be self-supporting financially?
Very important___, Moderately important___, Not very important___, Not-at-all important___.
5. Are you presently employed in the labor force? Full-time___,
Part-time___, Not-at-all___.
6. If you are working, what is your present occupation? (Please be specific about the nature of the job.) _____

7. What do you aspire to do professionally or vocationally now?
What type of work or occupation would please you most? Please be specific. _____

8. With regard to your present level of activities in school and/or at work, is your husband or boyfriend supportive of what you do___, is he hostile___, or is he ambivalent about it___?
9. Are you worried that your success in school or on a job might cause your husband or boyfriend to resent and dislike you___, or to leave you___?
Quite worried___, Moderately worried___, Not very worried___, Not-at-all worried___.
10. What is or would be more important to you: Your job or career___ or your role as a mother during the child's early years___?
11. What is more important to the average woman: Maintain a successful relationship with her husband and children throughout her lifetime___ or be successful in her job over her lifespan___?
12. If your work life and family life were too difficult to combine and if you had to choose between your job and the care of your child, which option would you take? Job___, Child/children___.

13. If your child/children were over the age of six and if your spouse earned a relatively good salary, would you choose to work full-time____, part-time____, or not-at-all_____.
14. What is your primary obligation: Raising my children at home when they are young____, going to work outside to provide a source of income for my family____, or finding self-fulfillment in my career_____?
15. If you have young children under the age of six and work now and/or if you plan to work after the birth of your child/children, what kinds of accommodations are or will be made to take care of them while you work? _____

16. Regardless of whether you are married or have young children, would you like workplaces to provide childcare-center facilities____ or would you prefer to have a caretaker in your home to look after your child/children____?
Any comments? _____

17. Suppose you are married or cohabit with someone and have young children under the age of six. If you accept outside employment, who is going to nurture, care, and socialize your child/children? _____

18. Suppose again that you are married or cohabit with someone and have young children under the age of six. If you stay home to take care of your husband and children, how are you going to provide for the economic needs of your family? _____

19. If you are presently a mother and have young children living at home now, are you mainly staying at home to look after them___ or are you working outside the home___?
If you are currently working outside the home, are you holding a part-time___ or full-time___ occupation?
20. Whether or not you are married, how important is motherhood for you? Very important___, Moderately important___, Not very important___, Not-at-all important___.
How sure are you of your answer now to the above question? Very sure___, Moderately sure___, Not very sure___, Not-at-all sure___.
21. Why is motherhood important to you? _____

22. If you could not become a mother for whatever reasons, what do you think you would feel? _____

23. How strongly do you wish to become a mother? Or, if you already are a mother, how strongly did you wish to become one?
Very strongly___, Moderately strongly___, Not too strongly___, Not-at-all strongly___.
24. If you are unmarried and decide not to marry, would you consider having a child out of wedlock? Yes___, No___, Not sure___.
If yes, at what age would you like to do so? _____
25. If you answer yes to question #24, would you still choose to become an unwed mother if you knew beyond a doubt that your whole family and friends would turn against you? Yes___, No___, Not sure___.

If yes, why would you make this choice? _____

If no, why would you make this choice? _____

26. In comparison to a job, how important do you think marriage will be or is to your satisfaction in life?

- a. the most important thing; I will work primarily for financial reasons.
- b. marriage relatively more important than my work.
- c. marriage and my work equally important.
- d. marriage relatively less important than my work.
- e. marriage is unimportant; I would be reasonably content if I did not marry.

27. If you are divorced or widowed, how important is it for you to get remarried? Very important____, Moderately important____, Not very important____, Not-at-all important____.

28. (Traditional patterns here means taking care of one's husband, children, and doing some community work.) In your opinion, in the future, how many women will continue to follow traditional patterns by choice rather than by social dictate?

If you were asked to give a percentage, what would it be?

0 to 10____ 30 to 40____ 60 to 70____
 10 to 20____ 40 to 50____ 70 to 80____ 90 to 100____
 20 to 30____ 50 to 60____ 80 to 90____

How many women have throughout life their primary commitment to their career and individual self-fulfillment?

If you were asked again to give a percentage, what would it be?

0 to 10____ 30 to 40____ 60 to 70____
 10 to 20____ 40 to 50____ 70 to 80____ 90 to 100____
 20 to 30____ 50 to 60____ 80 to 90____

29. How important is it for you to have a man take care of you? Very important____, Moderately important____, Not very important____, Not-at-all important____.

30. Are you presently working for: (Check more than one if it applies.)

Financial reasons _____
 Career satisfaction and self-fulfillment _____
 Social expectations and pressures _____
 To keep busy and occupy my time _____

Please rank order your choice(s) directly next to the statement in question. 1. Not-at-all important

- 2. Slightly important
- 3. Moderately important
- 4. Very important

- (This question is addressed to single women only.)
31. If you have never been married and were to marry, after your wedding, will you continue working for pay in the labor force? Yes___, No___, Not sure___.
- If yes, why? (Check more than one if it applies.)
- Financial reasons _____
- Career satisfaction and self-fulfillment _____
- Social expectations and pressures _____
- To keep busy and occupy my time _____
- Please rank order your choice(s) directly next to the statement in question. 1. Not-at-all important 3. Moderately important
2. Slightly important 4. Very important
32. How many years have you been married to your present husband? _____
How many years have you lived or been with your present boyfriend? _____
Or are you single living alone now? _____
33. Have you ever been divorced? Yes___, No___ . If yes, how many times have you been divorced? _____
- What were the main reasons for the break-up of the marriage(s)? Please give only salient factors. _____

34. What aspect of your children's lives do you worry or would you worry most about?
- a. Specific career goals _____
- b. Good social life with friends _____
- c. Adequate education and academic success _____
- d. Emotional well-being _____
- e. Health and safety _____
- f. Good appearance and attractiveness _____
- g. Sexual adjustment and behavior _____
- Please rank order your choice directly next to the statement in question. 1. Low concern 3. High concern
2. Moderate concern 4. Very high concern
35. Do you or would you feel guilty about having to leave your child to go to work? Most of the time___, Sometimes___, Rarely___, Very rarely___, Not-at-all___.
36. Do you believe that the mother's absences are damaging to the child? Definitely damaging___, Probably damaging___, Not sure___, Probably not damaging___, Definitely not damaging___.

If you believe it is damaging, please explain in what ways. _____

37. On a daily basis, how permissive and/or restrictive should parents be with their children? _____

38. (How would you like to raise, how would you like to socialize your child/children?) What are your views on childrearing? _____

39. Do you feel that a mother's full attention to childrearing is necessary for children to grow up without emotional damage?

- Yes, for children under the age of 1 _____
- " " 2 _____
- " " 3 _____
- " " 6 _____
- " " 9 _____
- " " 12 _____

No, _____

What is the reasoning behind your answer? _____

40. How much time should you spend playing, talking and/or initiating activities with your children each day? _____

41. What does good parenting mean to you? _____

42. Are today's parents too busy to spend quality time with their children? Yes___, No___, Not sure___.

43. What do you want to do and where do you want to be five years from now? Please name and describe your chief aims concretely. _____

44. Is there anything you want or wish to add with reference to work and marriage? _____

(Continue on next page if necessary)

-
-
-
-
-
-
45. Who should provide emotional support, security, and a sense of belonging to the young child? _____
-
-
46. If you are presently a full-time homemaker, do you envy women who have outside jobs in the work force? Yes___, No___, Sometimes___, Often___, Never___.
47. If you are currently working, do you envy full-time homemakers? Yes___, No___, Sometimes___, Often___, Never___.
48. Would you like the option of part-time work over full-time work on a yearly basis? Yes___, No___, Not sure___.
49. If you were given an opportunity, would you want to do paid work at home instead of being employed outside? Yes___, No___, Not sure___.
50. If you were to choose "paid work at home" instead of outside employment, why would you do so? (Check more than one reason if it applies.)
- a. I could take care of my children and household chores more easily that way. _____
 - b. I prefer to work at my own pace. _____
 - c. It takes too much time to commute between home and workplace. _____
 - d. I prefer to avoid the office or other workplaces because there is usually too much politics. _____
 - e. I want to earn money so that I may contribute to the income of my family. _____
 - f. There is a lack of good childcare facilities-good daycare centers. _____
 - g. Other: _____
-
-

Please rank order your choice(s) directly next the the statement in question. 1. Not-at-all important 3. Moderately important
 2. Slightly important 4. Very important

51a. If you had or have children under the age of 3, what do you or would you prefer? (Please check only one.)

- a. To do "paid work" in my home on a part-time basis. _____
- b. To do "paid work" in my home on a full-time basis. _____
- c. To have part-time employment outside of my home. _____
- d. To have full-time employment outside of my home. _____
- e. Not to work at all for pay while my children are under the age of 3. _____

Please tell us how you feel about your choice directly next to the statement in question.

- 1. Slightly preferred
- 2. Moderately preferred
- 3. Strongly preferred

51b. If you had or have children under the age of 6, what do you or would you prefer? (Please check only one.)

- a. To do "paid work" in my home on a part-time basis. _____
- b. To do "paid work" in my home on a full-time basis. _____
- c. To have part-time employment outside of my home. _____
- d. To have full-time employment outside of my home. _____
- e. Not to work at all for pay while my children are under the age of 6. _____

Please tell us how you feel about your choice directly next to the statement in question.

- 1. Slightly preferred
- 2. Moderately preferred
- 3. Strongly preferred

52. If your husband or boyfriend's advancement requires that he moves to another location far away from where you are, will you follow him and look for another job___ or will you insist that he stays in your area because you will not want to lose your own well-paid job___?

If he refuses, will you follow him? Yes___, No___, Not sure___.

If he refuses, will it lead to a final separation? Almost right away___, Later___, or Not-at-all___.

Any comments? _____

53. I would prefer not to work while my children are under the age of six. Yes___, No___, Not sure___.

(Please turn to next page)

APPENDIX E

PERSONAL DATA QUESTIONNAIRE

Please read carefully:

"We need your cooperation. It is often difficult to explain psychological and social functioning without reference to demographic variables.

It is extremely important that you respond as honestly as you can to the following questions. The anonymity of your answers protects you from the understandable need to respond in ways designed to make a favorable impression.

Your honesty is essential for the scientific quality of the information collected by this study. "

Thank you for your help and participation!

Code Number: _____

Age: _____

Sex: _____

Date: _____

Race: (Please check one.)

White _____
 Black _____
 Oriental _____
 Latin American _____
 Native American _____
 Other: What? _____

What is your current marital status?

Single _____
 Married _____
 Separated or divorced _____
 Widowed _____

Religious preference: (Please check one.)

Protestant: Which domination? _____
 Catholic _____
 Jewish _____
 Other: Which religion? _____
 None _____

1. Do you believe with a fairly strong faith in the precepts of your chosen religion? Yes___, No___, Mixed feelings about it___.
2. How often do you attend service in church, in the synagogue, or wherever you go? Daily___, Weekly___, Monthly___, Only for major religious events___, Not at all___.
3. How far do you intend to go in your studies? BA___, MA___, Ph.D___, Professional school (such as medical or law schools) _____.
 If other, please specify: _____
4. Are you presently a Freshman___, Sophomore___, Junior___, or Senior___ student in college?
5. If you are in graduate school, which year are you completing now? _____
6. College major? _____ Or intended major? _____
7. If you are in graduate school, please indicate your area of specialty. (Biology, mathematics, nursing, music, etc.) _____
8. What is your principal source of income while in school? (Check several sources if you have more than one.)
 Parents _____
 Spouse or boyfriend _____
 Scholarship _____
 Loan _____
 Savings _____
 Job's salary _____
 If other, please explain _____

9. What is your yearly income either singly or together with your husband/boyfriend? (Please give best estimate of total income.)
\$ _____
10. What is your parents' yearly income? (Please give best estimate of total family income.)
\$ _____
11. What is the education level of your husband or boyfriend? (Please check one.)
- | | <u>Husband</u> | <u>Boyfriend</u> |
|--|----------------|------------------|
| Less than eighth grade | _____ | _____ |
| Eighth grade education | _____ | _____ |
| Some high school | _____ | _____ |
| Highschool graduate | _____ | _____ |
| Some college | _____ | _____ |
| Two-year Junior college or technical school degree | _____ | _____ |
| Four-year college graduate | _____ | _____ |
| Some graduate or professional training | _____ | _____ |
| Graduate or professional degree | _____ | _____ |
12. (Keeping in mind the above categorization) what is the education level of your mother? _____
What is the education level of your father? _____
13. What is your husband or boyfriend's occupation? (Please be specific about the nature of the job.) _____
14. What is or was your father's occupation? _____
What is or was your mother's occupation? _____
15. Did your parents ever want to divorce? Yes___, No___, Not sure___.
Have they actually divorced? Yes___, No___.
16. Are your parents still alive? Mother: Yes___, No___.
Father: Yes___, No___.
17. How many brothers and sisters do you have? Brothers___ Sisters___.
18. What is your birth order among the children? The first___, second___, third___, fourth___, fifth___, sixth___, seventh___, Other: ___.

19. Are you currently involved with a boyfriend/lover? Yes __, No __.
20. How long have you been with him? Weeks __, Months __, Years __.
21. Aside from your husband/boyfriend/lover, who is your closest friend?
A male __, or a female __?
Who is the next closest friend? A male __ or a female __?
And the next one? A male __ or a female __?
22. Where do you live presently? In a rural __, suburban __, or city __
environment?
23. When you were growing up as a young child, what was the general
atmosphere in the home of your parents? _____

24. As a growing teenager, what was your parents' attitude toward you?
(Affectionate, nagging, indifferent, whatever...) _____

25. When you have time to rest and do what pleases you most, what do you
like to do in your free time? _____

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