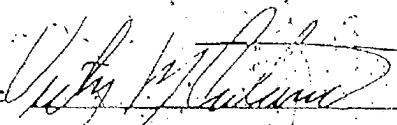MEMBERSHIP PARTICIPATION IN UNION ACTIVITIES:
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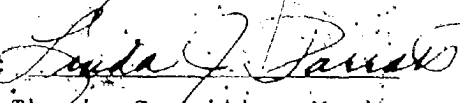
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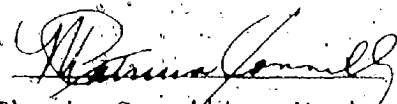
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ABSTRACT

The research reported on here is an exploratory identification of the correlates of participation in union activities by union members. Previous research in this area has relied on unitary constructs of participation which fail to take into consideration the differential requirements of various forms of participatory behaviour. Two general hypotheses were examined. It was predicted that each of seven criteria (participatory) behaviours would be predicted by a different set of predictor variables. Furthermore, predictor - criterion relationships were expected to differ between male and female union members.

A questionnaire was distributed to approximately 900 union members belonging to four different unions. 272 (approximately 30%) of the questionnaires were returned and were employed in the analysis.

Predictor - criterion relationships were examined by first cummulating simple correlations across the four unions using the meta - analytic procedures suggested by Hunter et

al (1982) to provide an estimate of the population correlations. Multiple regression models were next developed for each criterion in order to identify the most parsimonious combination of variables which predicted each criterion.

In general, the data partially supported the first hypothesis. Each of the criteria were found to be related to attitudinal variables with the role of demographic and union role characteristic variables varying across criteria.

Different patterns of prediction emerged for male and female respondents. In particular, participation among male respondents was predicted almost exclusively by attitudinal variables whereas for female respondents role characteristic and demographic variables also predicted participation in union activities.

A model of union participation is proposed based on these findings.

Membership Participation in Union Activities :

A Multivariate Analysis

The research reported on in this thesis is an exploratory identification of the correlates of participation in union activities by union members. Previous research in this area has not considered the differential requirements of various forms of participatory behaviours. Rather, participation has been seen as a unitary construct, often operationally represented by a single measure such as the frequency of meeting attendance. It was felt that a greater understanding of participation would result from the consideration of several forms of participatory behaviours.

Membership participation in trade union activities has been seen as a reflection of membership support for union goals (Form & Dansereau, 1957), an indication of members' satisfaction with the union (Steele, 1951) and a test of union democracy (Strauss, 1977). As such, the wide — spread lack of participation in North American trade unions is a constant threat to the continued viability of the labour movement and a source of significant concern for labour leaders (Perline & Lorenz, 1970).

Participation is, most likely, a result of a variety of factors including the economic climate and the attitude of society toward unions and the goals of the labour movement. Such external factors, however, are largely beyond the control of labour and union leaders. The search for methods of increasing participation must, therefore, focus on, or identify, factors which are amenable to intervention. This endeavor would appear to be a natural avenue for social and behavioural scientists to pursue. This view is shared by labour leaders. A recent survey of union leaders in the U.S. suggested that membership participation is perceived as an area in which psychologists could be of great assistance to unions (Huszczo, 1984). This suggestion is particularly appropriate given the historical neglect of the union movement by Industrial/Organizational Psychology (Gordon & Burt, 1981; Rosen & Stagner, 1981).

LITERATURE REVIEW

Research dealing with membership participation in union activities dates back to the period 1945 to 1960; the "Golden Age" of research into union government (Strauss, 1977). Then, as now, the implicit or explicit goal of the research was to achieve a greater understanding of membership

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participation. Such an understanding was thought to be facilitated through the examination of the correlates of union participation and, in particular, the examination of why union activists participate in the union (Kolchin & Hyclak, 1984). As a result, the majority of the research is exploratory and correlational in nature.

The attempt to predict participation resulted in the identification of a host of demographic and attitudinal correlates of participation. There has been little or no attempt to examine the interrelationship of predictor variables or the relation of predictor variables with different measures of participation. The research findings are, on the whole, scattered with little or no attempt to integrate findings across studies. As a result, the research from this period has not led to the formulation of a theoretical position on, or model of, membership participation in union activities. A brief review of the available research follows.

CORRELATES OF PARTICIPATION - THE GOLDEN AGE

Although most of the available literature on membership participation was published between 1945 and 1960, it would

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be misleading to consider this an especially prolific period. Reviews of the Golden Age literature cite just over 30 studies dealing with participation (e.g. Spinard, 1960) including both qualitative and quantitative investigations. Although the literature consists primarily of isolated research findings, there have been some attempts to integrate these findings into a model of union participation.

Spinard (1966) first proposed the notion of a "sense of occupational community" as an important correlate of participation. In essence, he suggests that any factor which increases the identification of the individual with his/her work group and occupation would increase participation in union activities. Spinard bases his model primarily on the importance of certain demographic and biographical variables as predictors of participation. For example, active unionists are more likely to be urban than rural residents (Tagliacozzo & Seidman, 1956). Older worker, and workers with more seniority, are more likely to participate in union activities (Dean,1954) as are high status and highly paid employees (Kyllonen, 1951; Dean, 1954). Workers who share a common ethnic heritage or who work in relatively homogenous work groups are disproportionately represented among active unionists (Shepard, 1949). A small plant size, a stable work force (Seidman, 1953) and membership in a craft, as opposed to an industrial, union have also been correlated with

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membership participation in union activities (Spinard, 1966).

Spinard (1966) suggests that individuals develop their sense of occupational community through a process of differential association. More specifically, the research findings suggest that active unionists tend to associate with pro - union, as opposed to anti - union or apathetic individuals both on and off the job. Worker who live close together (Form and Dansereau, 1957; Kyllonen, 1951), are friendly with union leaders (Tagliacozzo & Seidman, 1956) or who engage in leisure time activities with other union members (Dean, 1954) are all more likely to participate in union activities. Conversely, union members who are geographically isolated from other union members (Miller and Young, 1955) or who are friendly with supervisory or managerial personnel are unlikely to become active union members (Spinard, 1966).

In their review, Perline and Lorenz (1970) also recognize the importance of association with other union members. These authors see becoming involved in union activities as a form of group activity. Thus, in addition to a simple association model, they argue that the union must also serve as a source of satisfaction for the individual to become in union activities. Group variables such as

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homogeneity, job status and the extent of newcomer orientation all play a role, however the group must also serve as a source of primary satisfaction. In particular, Perline and Lorenz (1970) suggest that the effectiveness of the union in providing economic and social rewards for participation is a key variable in explaining the degree of participation on the part of union members.

Participation, in this sense, plays an instrumental role. Individuals may participate in union activities as a means of making their job more meaningful and/or as a means of increasing their status in the workplace (Miller & Young, 1955). Perhaps more importantly, participation in union activities may result in the achievement of certain goals such as the speedy resolution of a grievance or the change of certain workrules as well as allowing the individual to exercise some control over economic factors such as rates of pay, pension plans and other benefits. These rewards have been termed the "payoff for participation" (Perline & Lorenz, 1970; Strauss, 1977).

Perhaps due to the orientation of the Golden Age researchers (Strauss, 1977), there was comparatively little consideration given to the identification of attitudinal predictors of participation during this era. One attitudinal

factor which was considered was implied in Spinard's (1966) definition of occupational community. Several authors have suggested that the active unionist is a class conscious individual (Miller & Young, 1955) who sees the workgroup as a significant reference group and emphasizes the role of collective action (Spinard, 1966). At least one research team has suggested that active unionists see helping other workers as a form of ethical or religious imperative (Tagliacozzo & Seidman, 1956).

A more developed line of research dealt with the role of job satisfaction as a predictor of union activity. Although common knowledge would suggest that dissatisfied worker would tend to be more active in the union than their satisfied counterparts, the Golden Age research findings would tend to support the opposite conclusion. For example, union leaders have been found to report a high level of satisfaction with their jobs (Tagliacozzo & Seidman, 1956).

Similar findings gave rise to what became known as the dual loyalty or dual allegiance hypothesis (Dean, 1954; Kerr, 1954; Stagner, 1954). Essentially, active unionists were held to be both satisfied with, and loyal to, both their employer and their union. Support for this hypothesis has been mixed. The job satisfaction — union participation

relationship appears to be largely dependent on the quality of union - management relations (Dean, 1954; Strauss, 1977). Further, while active unionists are generally satisfied with their jobs and supervisors (Sayles & Strauss, 1952), they may dislike certain features of their work environment (Seidman, London, Karsh & Tagliacozzo, 1950). Thus, a previously discussed, participation serves an instrumental role for the individuals who wish to change certain aspects of their work environment.

In summary, it is clear that the main contribution of the Golden Age researcher was their identification of demographic and biographical predictors of participation in union activities. The identification and evaluation of attitudinal predictors of participation and, perhaps more importantly, the development and evaluation of multivariate models of participation would have to wait for the development of more sophisticated forms of analysis (Strauss, 1977).

CORRELATES OF PARTICIPATION - THE RECENT RESEARCH

The more recent studies dealing with membership participation in union activities have been characterized by the application of survey technology and multivariate data

analytic techniques. Substantively, this new body of work has tended to go beyond the examination of simple bivariate relations between demographic measures and participation variables to the consideration of intervening, primarily attitudinal, predictor variables. Examples of such moderating variables include satisfaction with the union (Glick, Mirvis & Harder, 1977), attitudes toward the union (Anderson, 1979); need for involvement (Nicholson, Ursell & Lubbock, 1981) and commitment to the union (Gordon, Philpot, Burt, Thompson & Spiller, 1980). As with the Golden Age research, the search for attitudinal predictors of participation has been largely descriptive in nature. The research has not been guided by an explicit model of participation but, rather, has focussed on describing empirical relations without reference to a theoretical basis.

Although each of these variables has correlated with some measure of participation, overall the search for attitudinal predictors of union activity has not been promising. In reference to their own work, Nicholson and his associates state:

Biographical and background factors emerge as the most relevant for understanding participation ... Work related attitudes and perceptions seem to be of lesser importance."
(Nicholson et al, 1981; p. 167)

These statements appear to be broadly applicable. Researchers typically report only weak correlations between attitudinal

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factors and participation (e.g. Anderson, 1979). The majority of the research findings suggest that demographic variables such as wage level and seniority (Kolchin & Hyclak, 1984), job status (Blyton, Nicholson, & Ursell, 1981) and other job and union role characteristics (Anderson, 1979) are the best predictors of participation in union activities.

In particular, the importance of association with other union members has been reconfirmed as a predictor of participation (Spinard, 1966). Nicholson et al (1981) report that the number of pro - union or union activist friends an individual had was one of the two strongest correlates of participation. In a follow - up study, the observed correlation between job status and union participation was attributed to the increased number of opportunities for social interaction available to high status employees (Blyton et al, 1981).

Modest correlations have also been found between union participation and the individuals' perceptions of being integrated into the union (Glick et al, 1977). Similarly, Anderson (1979) reports that the best predictors of union participation were job and union role characteristics; specifically age, level in union hierarchy and integration in the union. This latter variable independently accounted for

25% of the variance in participation for rank and file members (Anderson, 1979). Finally, in a reanalysis of 1960 survey data, Kolchin and Hyclak (1984) discovered a significant positive relationship between the individuals' abilities to get along with other workers and participation in union activities.

Although attitudinal variables have not generally fared well as predictors of participation, there have been some promising findings. Nicholson et al (1981), for example, found a significant relationship between need for involvement and participation. They measured Need for involvement using four statements of the common form "I value being a union member because ...". The value statements were worded to reflect the motives of ideology, power, affiliation and self - expression respectively.

Another variable which has had limited success as a predictor of participation is the individuals' satisfaction with the union. Kolchin and Hyclak (1984)reported no significant relation between union participation and union satisfaction. Glick et al (1977), initially found no relation between the two variables however a subsequent, post - hoc, analysis suggested that satisfaction is related to participation for those individuals with strong needs for

decision making, accomplishment and growth. These authors suggest that further research would be required to explicate the relationship between satisfaction and participation.

A more promising line of research has been the development of a union commitment scale (Gordon et al; 1980; Ladd, Gordon, Beauvais & Morgan, 1982) based on the theory of organizational or job commitment. Generally conceived as the variable which binds an individual to the organization (Gordon et al, 1981), organizational commitment has been defined as:

"[1] a strong desire to remain a member of the particular organization, [2] willingness to exert high levels of effort on behalf of the organization and [3] a definite belief in and acceptance of the goals of the organization"
(Steers, 1977)

Using this definition as a starting point Gordon and his associates have developed a union commitment scale with four interpretable dimensions; Union Loyalty, responsibility to the Union, Willingness to Work for the Union and Belief in Unionism. Subsequent research has supported this interpretation and suggests that the factors are both stable and generalizable across populations (Ladd et al, 1982).

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In their development of the scale, Gordon and his colleagues followed the logical process of construct validation outlined by Cronbach and Meehl (1955). That is, the authors argued that a measure of union commitment should be empirically correlated with variables that are theoretically related to organizational commitment. One such variable investigated was participation in union activities.

Each of the four factors as well as the overall commitment score were found to be significantly correlated with measures of past and recent participation in union activities (Gordon et al, 1980). Correlations ranging between 0.47 and 0.52 were reported between overall commitment and measures of past and recent participation.

Fulagar (1986) in his South African study of union commitment also found substantial correlations between overall commitment and measures of formal participation ($r = 0.52$) and informal participation ($r = 0.40$). Fulagar (1986) concluded that the union commitment instrument displayed satisfactory concurrent validity and, on the basis of a small sample replication, that the instrument was observed to have substantial test - retest reliability ($r = 0.81$).

In summary, the recent research has been characterized by the attempt to identify attitudinal predictors of participation. Although this line of research has not been fully explored, some promising variables have been identified. Most notably, commitment to the union and need for involvement have significantly correlated with participation. The post - 1975 research has also been characterized by a greater methodological sophistication in the use of multivariate data analytic techniques.

WOMEN AND UNIONS

The issue of women's participation in unions has not been directly addressed in the foregoing discussion. For the most part, this omission is in keeping with the literature. Studies of membership participation have not, typically, made any distinction between male and female activists. Other investigators who have employed gender as a variable simply note that a certain relationship, such as commitment and participation, does not appear to be as strong for female union members (Gordon et al, 1980).

There is, however, a small body of literature which deals specifically with the participation of women in union activities. Wertheimer and Nelson (1979), for example, have

addressed this question in their study of women participating in six New York city locals. The main variables which appeared to affect participation were related to demographics and role characteristics. Wertheimer and Nelson (1979) identified three classes of barriers which affect women in unions; personal - cultural, job - related and union - related.

Personal - cultural variables include a wide range of factors such as a lack of free time due to family obligations, dual role conflicts, fear of going out at night, lack of family's encouragement, reluctance to compete with men and stereotyping of women unionists into secretarial or support roles.

Job related factors may also discourage women from participating in the union. High status jobs and/or jobs which allow for a degree of social interaction among workers (Spinard, 1966) often remain the preserve of male employees.

Finally, the union itself may discourage women from participating in union activities. Union - related barriers include the lack of role models for women in unions and active discouragement of women participating in union affairs

(Kozlara & Pierson, 1981). The union may unintentionally decrease the participation of female members simply through a lack of awareness of the barriers which do exist.

These suggestions have also been supported by a study of women in Canadian unions (Guberman, 1983). Again, the main predictors of participation were found to be related to demographics and role characteristics.

MEASURES OF PARTICIPATION

Thus far "participation in union activities" has been discussed as a unitary construct. This approach is in keeping with the previous literature (Spinard, 1966; Perline & Lorenz, 1970; Strauss, 1977). Heuristically the practice of discussing participation as if it were a single variable has some merit. It allows the comparison of the results from different studies and leads to the integration of the research findings. In practice, however, the treatment of participation as a single well defined variable may be misleading.

Most researchers accept participation as a behavioural Construct, Sayles and Strauss (1952), for example, defined

participation as any activity which requires the expenditure of time on union affairs. The authours clearly stated that adherence to, or agreement with, a set of beliefs or values is neither necessary nor sufficient for union participation. Simply put, participation requires that the individual "do something". As noted by Spinard (1966), however, participation has been operationalized in a variety of ways by different researchers. Individual researchers differ in both the number of variables and the type of variables employed to represent participation.

On the whole, researchers have relied on a relatively small "core" group of actiities to repreent participation. Meeting attendance, voting in union elections, serving on union committees, holding union office and the use of the grievance procedure are the most commonl employed measures of participation (Spinard, 1966). These behaviours represent "formal" participation in the union (Kahn & Tannenbaum, 1954). They can be regulated or controled to omeextent by the structure or the constitution of the union (Miller & Young, 1952; Shepard, 1949; Steele, 1951). This has led to their popularity as measures of participation.

More informal types of partiipation have also been investigated. Gordon et al (1980) measured the members'

knowledge of the union contract and included a 27 item behavioural checklist along with their union commitment scales. Reading the union newspaper (Anderon, 1979; Strauss & Sayles, 1952; Hagburg,1966) and talking with shop stewards or other union members about union issues (Miller & Young, 1955; Huszco, 1983; Blyton et al, 1981) have also been employed as union participation measures. Similarly, several studies have looked at the individuals' campaigning in the last union election (e.g. Anderson, 1979) or canvasing the members of the local (Blyton et al, 1981; Nicholson et al, 1981).

These fairly diverse behaviour are related. All of the behaviours are both supportive of the union and, in a formal sense, largely under the control of the individual. The union would find it difficult, if not impossible, to exert any means of control over who reads the union newspaper or talks to the shop steward.

Given this diversity in behaviours which can be classed as participation, the assumption that one variable or even one combination of variables would predict participaion is somewhat naive. It is more likely that each measure of participation will be related to a different constellation of predictor vvariables. The participatory behaviours discussed

thus far can be thought of as reflecting varying degrees of involvement with, or support for, the union. Activities such as holding union office require a greater time commitment and, perhaps, a greater degree of support for the union than do activities such as reading a union newspaper. While the latter activity may be motivated by a desire to keep abreast of developments that may affect the individual, holding a union office is likely to be motivated by other factors related to the individuals' suport for, and involvement with, the union.

Alternatively, it is likely that some combination of partiipation variables wil be predicted by a constellation of predictor variables while a second or third combination of participation variables will be best predicted by different constellations of predictor variables. Although such a hypothesis has never been evaluated by a previous researcher, empirical support for the suggestion can be found in several studies.

Glick et al (1977) report that two measures of participation they employed were differentially correlated with the set of predictor variables: the variables which predicted "willingness to attend meetings" were different from the valables which predicted "willingnes to reresent the

union". Anderson (1979) found significant correlations between some but not all measures of participation. In particular, grievance raising behaviour differed markedly from the other participation measures. It is possible, then, that the correlates of grievance raising are not necessarily the same as those for other measures of participation such as meeting attendance, holding union office or reading the union newsletter.

Thus far, research has concentrated on identifying the best predictor of participation when participation is defined as a unitary construct. It would, however, be more accurate to think of participation as a set of not necessarily related behaviours. The resarch question is not which variables best predict participation but, rather, which variables best predict which set of participatory behaviours?

HYPOTHESES

The above discussion leads to the position that union participation is best understood as a variety of behaviours which may reflect different rates of behaviour. These behaviours may define different levels of motivation. Each behaviour may have its own uniques set of predictors. This

study will examine seven specific measures of union participation (criterion variables) in relation to a set of predictor variables. Following the post - 1975 research, multiple regression models of participation will be employed. Unlike that resarch, however, separate models will be derived for each of the seven criteria.

Predictor variables were grouped into three classes; demogaphic variables, job and union role characteristics and attitudinal variables. These three classes of predictor measures and their constituent variables were selected on the basis of previous research findings which suggest their importance as correlates of participation. A moe complete elaboration for each variable is given below. The criterion variables in the study were self - reported frequency of both formal and informal participatory behaviours.

In addition to each criteria having a separate set of predictors, the strong possility exists that these predictors will differ between male and female respondents. The current study, therefore, will derive and examine multiple regression models for each of the criteria within each of these two subsamples.

For male rspondents, it was expected that the best predictors of formal participation would be age (Dean, 1954), education and marital status (Spinard, 1966), length of union membership, number of close friends and recreational associates in the union (Anderson, 1979; Dean, 1954; Tagliacozzo & Seidman, 1956) and type of work (Blyton et al, 1981; Dean, 1954; Kyllonen, 1951 and Kolchin & Hyclak, 1984).

For female respondents, the best predictors of formal participation were expected to be age, education, marital status, number of children, length of union membership, number of friends and recreational associates in the union, type of work and perceived barriers to participation. These predictions are based, primarily, on the findings of Wertheimer and Nelson (1975) as well as the research dealing with male union members (e.g. Spinard, 1966).

For both male and female union members the best predictors of informal participation were expected to be role charateristics, e.g. length of time in the union, number of close friends and recreational associates in the union, type of work and attitudinal variables, e.g. commitment to the union (Gordon et al, 1980), satisfaction with the union (Glick et al, 1977) and need for involvement (Nicholson et al, 1981).

METHOD

Subjects

This study was based on membership surveys conducted in four Nova Scotian unions. Two of the unions (N = 130 and N = 130) are locals of a large union of government employees affiliated with the Canadian Labour Congress. The remaining two unions (N = 633 and N = 11) are independents; being unaffiliated with a central labour congress. The major characteristics of the sample unions are summarized in Table 1.

Table 1

Description of Sample Unions

Union	Size	Members' Occupation	Year of Certification	Type of Employer
A	633	Clerical & Technical	1973	Social Service
B	130	Clerical	1984	Municipal Govt
C	130	Technical	1970*	Municipal Govt
D	11	Technical	1985	Social Service

* Union C was formed as a result of a "breakaway" from another union.

Questionnaires were distributed to the entire membership of each union. Approximately 900 questionnaires were

distributed with 275 being returned. Of these 272 were retained for the analysis. This represents a usable return rate of 30.09%. Although this response rate is low (Babbie,1977 suggests a minimum return rate of 70% for acceptability), it is comparable to return rates reported in other surveys of union members. Anderson (1979), for example, obtained a return rate of approximately 10% in his survey.

The return rate for each union surveyed is presented in Table 2.

Table 2

Breakdown of the distribution and usable return rates for the sample

Sample	Number Returned	Percentage Returned
A	229	36.18
B	16	12.31
C	21	16.15
D	6	54.55
Total	272	30.09

Table 3 summarizes the demographic characteristics of the respondents for each of the four unions.

Table 3

Median age, education, length of service and percentage of
males and females for members of the four unions sampled

Sample	Age	Sex Female	Male	Education	Length of Membership
A	30	81.1	19.9	University	5 years
B	40	0.0	100.0	<Grade 12	11 years
C	34	80.0	20.0	Grade 12 & Vocational trg.	2 years
D	25	100.0	0.0	University	1 year or less

Materials

Predictors

The questionnaire employed in this study incorporated 41
attitudinal and 10 demographic or role characteristic
measures. Thirty of the attitudinal items comprised the
Union Commitment Scale (Gordon et al, 1980); the Need for
Involvement scale (Nicholson et al, 1981) accounted for
another four items and the Union Satisfaction Scale (Glick et
al, 1981) the remaining six items. A checklist of Barriers
to Participation was adapted from the work of Wertheimer and
Nelson (1975) and included on the questionnaire. With the
exception of the checklist all attitudinal items were scored
by the respondent on a five point Likert - type scale.

Criterion Measures

Four of the criterion measures were also scored by the respondent on a five point Likert - type scale; meeting attendance, voting in elections, participating in other union votes and filing grievances. Two additional measures, holding union office and serving on a union committee, were scored by the respondent on a four point Likert - type scale. The final criterion measure was a checklist of informal participatory behaviours adapted from the work of Gordon et al (1980).

The entire questionnaire employed in the study is presented in Appendix A. The questionnaire took between 20 and 30 minutes to complete.

Procedures

All members of the four unions received a questionnaire package consisting of a questionnaire, a covering letter and an addressed return envelope. Questionnaires were distributed to, and returned by, the members of Union A through the internal mail system at the place of employment. Permission to use this, employer provided, service was

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obtained from the employer prior to distribution of the questionnaires.

Questionnaires were distributed to the members of the remaining three unions by the respective union representatives. Respondents were asked to place the completed questionnaire in the provided envelope and return the sealed envelope to the union representatives. These envelopes were then forwarded to the researcher.

All potential participants were made aware of the nature of the research and participant confidentiality and anonymity were guaranteed.

Statistical Procedures

Composite scale scores for Union Commitment, Union Satisfaction, Need for Involvement, Barriers to Participation and Informal Participation were calculated by the unweighted summation of the composite items. Internal reliability coefficients (Cronbach's Alpha) were calculated for each scale and are presented in Table 4. Each of the indices evidenced a satisfactory degree of internal consistency.

Table 4

Internal reliability coefficients for scales (full sample N = 271)

Scale	Number of items	Cronbach's Alpha	Standardized Item Alpha
Union Commitment	30	0.7217	0.8187
Union Satisfaction	6	0.7595	0.7599
Need for Involvement	4	0.7768	0.7771
Informal Participation	10	0.7353*	0.7332
Barriers to Participation	11	0.9087*	0.9175

* Equivalent to KR - 20 for dichotomous data

Following computation of the composite scale scores, dummy variables were calculated for all categorical level variables in the data set (e.g. marital status, sex etc.). This procedure resulted in a total of 18 predictor variables. All variables to be employed in the analysis were then standardized.

An initial descriptive analysis was performed on all variables employed in the analysis.

To allow for the initial assessment of linear relations between predictors and criteria, a correlation matrix was constructed for each of the four independent samples. As the study may be thought of as a fully replicated design (Hunter, Schmidt & Jackson, 1982), the correlations thus obtained were cummulated across the four samples to derive estimates of the population parameters using the weighted averaging procedure suggested by Hunter et al (1982). These parameters were then corrected for sampling error following the procedures outlined by Hunter et al (1982).

Regression models were then developed for each of the six criterion measures through the use of accepted model building techniques. Models were constructed employing all predictor variables in the equation. This procedure identified the variables most likely to contribute to the prediction and provided an estimate of the maximum R - squared value obtainable from the predictors. Next a stepwise procedure was employed to allow for a more parsimonious prediction of each criterion. Stepwise regression is thought to be the most commonly employed procedure for evaluating alternate regression models (Berenson, Levine & Goldstein, 1983; Norusis, 1985). The utility of the procedure derives from the application of partial F tests to all predictors both entered and not entered into the equation at each step. Thus a variable

which enters the equation at an early stage may be removed from the equation once other variables have been evaluated.

As an initial inspection of the data revealed no serious problems with missing data (e.g. a great deal of missing data or systematically missing data) all regression models were built using means substitution as the missing data treatment. While this procedure is, perhaps, overly liberal it was thought to be appropriate given the nature of the research, the sample size and the amount of missing data in the data set.

Comparative models were next developed for each criterion through the forward selection and backward elimination techniques of model construction.

The regression procedure, as described above, provided a test for the first general hypothesis; that each of the 18 predictors would be related to the six criteria measures. To test the hypothesis that different correlates of participation would emerge for male and female respondents both full and stepwise regression models were developed for each criterion within the two subsamples.

Four major results emerged from the data analytic
procedures described earlier. The measures of participation
employed in the study appeared to vary both within and across
subsamples. Within each union it was apparent that some
participatory behaviours were more frequently engaged in than
others. Differences were also observed between unions with
the frequency of participation being higher in certain
unions.

Secondly, low to moderate correlations were observed
between almost every predictor with every criterion. These
correlations varied across the four unions surveyed but the
variation appeared to be largely attributable to sampling
error.

Thirdly, the stepwise regression procedures resulted in
the development of parsimonious predictive models for each of
the criterion. The models appeared to differ for different
measures of participation although certain relationships
remained across criteria. More specifically, each measure of
participation was related to attitudinal variables (union

commitment and need for involvement) with the importance of demographics and role characteristic variables varying across criteria.

As the three stepwise entry procedures employed in deriving regression equations resulted in the same model for each of the criteria, only the results of the simultaneous procedure are presented as the stepwise regression equations.

Finally, some differences were observed between the models developed to predict participation among female as opposed to male union members. Role characteristic variables appeared to be more important as predictors of participation for female participants.

These findings are presented in more detail below. The analysis of criteria will be presented first followed by the meta - analysis of predictor - criterion correlations across subsamples. Next the results of the full sample regression procedure will be presented followed by the regression analyses for female and male respondents.

Descriptive Analysis

Means and standard deviations were calculated for each of the criterion measures and are presented in Table 5. With regard to the measures of formal participation, within each subsample members reported a greater frequency of participation in voting behaviours than in other forms of behaviour. Filling grievances was the next most frequently occurring form of participation followed by meeting attendance. For each of the four unions surveyed, participation through holding union office and committee service were the least frequently engaged in behaviours.

Given these general trends, it is also clear that unions surveyed differed in terms of absolute participation rates. Members of Samples A and B reported participating in the union less frequently than did members of Samples C and D. This finding was also observed for the measure of informal participation.

Table 5

Measures of union participation by subsample: means and
standard deviations.

| Variable | Full Sample (N=272) | Subsamples | | | |
		A (N=229)	B (N=16)	C (N=21)	D (N=6)
Meeting Attendance	2.062 (1.25)	1.834 (1.06)	2.250 (1.28)	3.857 (1.49)	4.000 (0.63)
Voting in Elections	3.184 (1.54)	3.044 (1.54)	3.000 (1.27)	4.333 (1.07)	5.000 (0.00)
Other Votes	3.618 (1.42)	3.585 (1.44)	3.062 (0.99)	4.190 (1.40)	4.333 (1.03)
Serving On Committees	1.857 (1.15)	1.755 (1.09)	2.250 (1.18)	2.286 (1.31)	3.167 (1.33)
Holding Office	1.636 (1.03)	1.472 (0.88)	2.250 (1.13)	2.524 (1.40)	3.167 (1.33)
Filing Grievances	2.757 (1.47)	2.541 (1.42)	3.750 (1.24)	3.857 (1.15)	4.500 (3.37)
Informal Participation	4.118 (2.32)	4.070 (2.31)	4.200 (2.04)	5.619 (2.18)	6.000 (2.00)

Table 6 presents the means and standard deviations for
all predictors measured on an interval or ratio level scale.
Although no direct comparisons are possible between measures,
inspection of Table 6 reveals some differences between the
four unions. Members of Samples C and D report a greater
number of friends and associates in the union than do members
of Samples A and B. Members of sample B were somewhat older,
and members of sample D somewhat younger, than members of

samples A and C. The four unions differed in reported attitudes toward their union with members of sample A reporting the least favorable and members of sample D reporting the most favorable, attitudes toward the union.

<u>Table 6</u>

<u>Attitudinal and interval level predictors by subsample; means</u>
<u>and standard deviations.</u>

| Variable | Full Sample (N=272) | Subsamples | | | |
		A (N=229)	B (N=16)	C (N=21)	D (N=6)
Length of Union Membership	5.721 (1.47)	6.035 (3.66)	8.375 (3.67)	1.619 (0.50)	1.000 (0.00)
Number of Close Friends in Union	5.305 (6.89)	4.978 (6.26)	7.812 (11.82)	7.095 (8.87)	4.833 (3.87)
Number of Assoc. in Union	3.082 (5.62)	2.687 (5.11)	5.071 (8.00)	5.950 (8.41)	3.833 (3.76)
Age	33.98 (9.74)	33.68 (10.1)	40.25 (9.34)	34.33 (8.83)	27.68 (5.39)
Number of Dependents	0.612 (0.97)	0.562 (0.90)	1.677 (1.49)	0.550 (0.82)	0.000 (0.00)
Need for Involvement	10.52 (3.82)	9.94 (3.61)	14.13 (3.57)	12.62 (3.37)	15.33 (3.50)
Union Satisfaction	18.83 (4.78)	18.17 (4.35)	21.94 (5.43)	22.33 (5.78)	23.67 (4.93)
Union Commitment	20.14 (12.36)	18.13 (11.8)	31.83 (6.53)	28.44 (9.1)	38.33 (14.92)
Barriers to Participation	2.500 (4.01)	2.68 (4.32)	1.63 (1.36)	1.76 (1.00)	0.67 (0.52)

Correlational Analysis

Each predictor variable was correlated with the criteria measures within each subsample. Predictor - criterion correlations were cummulated across subsamples using a

weighted averaging procedure. The variance of the observed correlations was corrected for sampling error. The results of this procedure, for the criterion Meeting Attendance are presented in Table 7.

Table 1
Mean Correlations and Variance Effects for Meeting Attendance

Predictor	No. of * Studies	Cummulated N	r	op
Length of Membership	3	266	0.2244	-0.0099
Number of Friends in Union	4	272	0.1532	-0.0026
Number of Associates in Union	4	267	0.2047	-0.0012
Type of Work	3	266	-0.1048	-0.0037
Education	4	267	0.0232	-0.0065
Sex	2	247	-0.1869	-0.0014
Number of Dependents	3	254	0.1566	0.0099
Age	4	272	0.1228	-0.0125
Need for Involvement	4	272	0.3462	0.0014
Union Commitment	4	272	0.5334	0.0139
Union Satisfaction	4	272	0.1218	-0.0026
Barriers to Participation	4	272	0.1493	0.0125

*Number of samples from which valid correlations were obtainable

With the exception of Education, which had an extremely low correlation with the criterion, all predictor variables showed low to moderate correlations with the criterion

Meeting Attendance. Union Commitment(0.5334) and Need for Involvement (0.3462) were the two predictors most strongly correlated with Meeting Attendance.

Table 8 presents the mean weighted correlations and corrected standard deviations for the set of predictor variables and the criterion Vote in Union Elections.

Table 8

Mean Correlations and Variance Effects for Voting in Union Elections

Predictor	No. of * Studies	Cummulated N	r	op
Length of Membership	3	266	0.1025	-0.0042
Number of Friends in Union	4	266	0.0814	-0.0138
Number of Associates in Union	4	261	0.1868	-0.0108
Type of Work	3	266	0.0554	0.0204
Education	4	261	0.0282	0.0190
Sex	2	247	0.0565	0.0326
Number of Dependents	3	248	0.0091	0.0089
Age	4	266	-0.0583	-0.0016
Need for Involvement	4	266	0.2776	0.0030
Union Commitment	4	266	0.3421	-0.0080
Union Satisfaction	4	266	0.0549	-0.0053
Barriers to Partic- ipation	4	266	0.0948	-0.0016

* Number of samples from which valid correlations were obtainable

As is shown, most of the predictors showed weak correlations with the criterion. Union Commitment (0,3421) and Need for Involvement (0.2776) were the two variables most

highly correlated with Voting in Union Elections. Number of Recreational Associates (0.1868) and Length of Union Membership (0.1025) were also substantially correlated with this criterion.

Table 9 presents the weighted mean correlations and corrected standard deviations for the correlations between the set of predictor variables and the criterion Participate in Other Union Votes.

Table 9

Mean Correlations and Variance Effects for Participate in Other Union Votes

Predictor	No. of * Studies	Cummulated N	r	op
Length of Membership	3	266	0.2543	0.0050
Number of Friends In Union	4	272	0.1836	0.0027
Number of Associates In Union	4	267	0.0882	-0.0044
Type of Work	3	266	-0.0566	-0.0072
Education	4	267	-0.0181	-0.0013
Sex	2	247	-0.0672	0.0170
Number of Dependents	3	254	0.1195	-0.0012
Age	4	272	0.0412	-0.0082
Need for Involvement	4	272	0.1961	-0.0071
Union Commitment	4	272	0.2052	0.0023
Union Satisfaction	4	272	0.0212	-0.0028
Barriers to Participation	4	272	0.0007	0.0005

* Number of samples from which valid correlations were obtainable

Length of Union Membership (0.2543), Union Commitment
(0.2052), Need for Involvement (0.1961) and Number of Close
Friends in the Union (0.1836) were all moderately correlated

with the criterion Participate in Other Votes. With the exception of Number of Dependents (0.1195), all other predictors showed weak correlations with the criterion.

Table 10 presents the correlation data and corrected variance estimates for the criterion variable Holding Union Office.

Table 10

Mean Correlations and Variance Effects for Holding Union Office.

Predictor	No. of * Studies	Cummulated N	r	op
Length of Membership	3	266	0.1011	-0.0104
Number of Friends in Union	4	272	0.0419	-0.0063
Number of Associates in Union	4	267	0.0880	-0.0044
Type of Work	3	266	-0.0937	-0.0096
Education	4	267	0.0789	-0.0075
Sex	2	247	-0.2209	-0.0073
Number of Dependents	3	254	0.2411	-0.0097
Age	4	272	0.0778	-0.0036
Need for Involvement	4	272	0.2450	-0.0045
Union Commitment	4	272	0.4142	0.0431
Union Satisfaction	4	272	0.0560	0.0081
Barriers to Participation	4	272	0.1895	0.0005

* Number of samples from which valid correlations were obtainable

Union Commitment was the variable most highly correlated with Holding Union Office (0.4142) with two other attitudinal variables showing moderate correlations with the criterion; Need for Involvement (0.2450) and Perceived Barriers to

Participation (0.1895). Other correlates with Holding Union Office included Number of Dependents (0.2411); Sex (-0.2209) and Length of Union Membership (0.1011). All other predictors showed weak correlations with the criterion.

Table 11 presents the correlation data corrected for sampling error between the set of predictor variables and the criterion Serving on Union Committees.

Table 11

Mean Correlations and Variance Effects for Serving on Union Committees

Predictor	No. of * Studies	Cummulated N	r	op
Length of Membership	3	266	0.1587	-0.0055
Number of Friends in Union	4	272	0.1235	0.0064
Number of Asso- ciates in Union	4	267	0.1654	0.0059
Type of Work	3	266	-0.1274	0.0033
Education	4	267	0.0636	-0.0095
Sex	2	247	-0.1683	0.0050
Number of Dependents	3	254	0.1715	-0.0096
Age	4	272	0.1141	-0.0091
Need for Involvement	4	272	0.3238	0.0093
Union Commitment	4	272	0.5581	0.0055
Union Satisfaction	4	272	0.1739	0.0022
Barriers to Partic- ipation	4	272	0.1279	0.0014

* Number of samples from which valid correlations were obtainable

All of the predictor variables, with the exception of Education (0.0636), showed moderate correlations with the criterion Serving on Union Committees. Union Commitment

showed the highest correlation with the criterion (0.5581) followed by Need for Involvement (0.3238).

Table 12 presents the weighted mean correlations and corrected standard deviations for the criterion variable Contacting the Union For Help

Table 12

Mean Correlations and Variance Effects for Contacting the Union For Help

Predictor	No. of * Studies	Cummulated N	r	op
Length of Membership	3	266	0.0037	-0.0073
Number of Friends in Union	4	272	0.1448	-0.0125
Number of Associates in Union	4	267	0.1781	-0.0052
Type of Work	3	266	0.0366	0.0025
Education	4	267	-0.0909	0.0067
Sex	2	247	0.0653	0.0308
Number of Dependents	3	254	0.1276	-0.0074
Age	4	272	-0.0672	0.0080
Need for Involvement	4	272	0.4044	-0.0038
Union Commitment	4	272	0.5105	-0.0005
Union Satisfaction	4	272	0.1123	-0.0014
Barriers to Partic- ipation	4	272	0.1156	-0.0040

* Number of samples from which valid correlations were obtainable

Again, Union Commitment was the variable most highly correlated with the criterion (0.5105) followed by Need for Involvement (0.4044). With the exception of Age (-0.0672),

Education (-0.909), Type of Work (0.0366) and Length of Union

Membership (0.0037), the remaining variables all showed small

moderate correlations with Contacting the Union for Help.

Table 13 summarizes the correlational data for the final

criterion, Informal Participation.

Table 13

Mean Correlations and Variance Effects for Informal Participation

Predictor	No. of * Studies	Cummulated N	r	op
Length of Membership	3	265	-0.0285	-0.0034
Number of Friends in Union	4	271	0.1802	-0.0040
Number of Associates in Union	4	267	0.1884	0.0115
Type of Work	3	265	-0.1211	-0.0047
Education	4	267	0.1607	-0.0035
Sex	2	247	-0.0706	0.0080
Number of Dependents	3	254	0.0401	-0.0086
Age	4	265	-0.0714	-0.0056
Need for Involvement	4	271	0.3315	0.0114
Union Commitment	4	271	0.5143	0.0243
Union Satisfaction	4	271	0.2304	-0.0917
Barriers to Participation	4	271	0.1476	-0.0095

* Number of samples from which valid correlations were obtainable

Union Commitment (0.5143) and Need for Involvement (0.3315) were the strongest correlates of Informal Participation. Union Satisfaction (0.2304), Number of Close

Friends (0.1802) and Number of Recreational Associates (0.1884) in the Union all correlated moderately with the criterion as did Type of Work (-0.1211), Education (0.1607) and Perceived Barrier to Participation (0.1476).

Full Sample Regression Analyses

Meeting Attendance

Table 14(a) presents the first linear equation developed for the criterion variable Meeting Attendance. This model, employing all eighteen predictor variables accounted for 44.407% of the variance in the criterion for the full sample. The equation, with an observed multiple R of 0.69 was statistically significant ($F_{(18,253)} = 13.02$; $p < 0.00001$).

The prediction of Meeting Attendance was further refined by the generation of an alternate equation through stepwise model building procedures. The resultant model is presented in Table 14(b). As is shown, the use of only eight predictor variables resulted in a model which accounted for 44.6% of the variance and was statistically significant ($F_{(8,263)} = 28.27$; $p < 0.00001$). Significant predictors of meeting attendance included all three attitudinal scales, four role - type characteristics and one demographic variable; sex. Role

characteristics which contributed to the prediction were union of membership, length of union membership and number of recreational associates in the union. All of the observed relationships were positive with the exception of union of membership, sex and satisfaction with the union.

As would be expected, both the full and the parsimonious models share a great deal of similarity. With the exception of Need for Involvement, which did not enter the stepwise model, all of the variables which attained significance in the full model also entered the stepwise model. Only one variables, Number of Associates in the Union, entered the stepwise model without attaining significance in the full model.

Table 14

Predictors of Meeting Attendance: Beta Weights and t / ratios

Predictor	A Full Model	B Stepwise Model
Age	0.0109 (0.176)	
Education	0.0671 (1.311)	
Sex	-0.1209 (-2.07)*	-0.1240 (-2.28)*
Marital Status		
Married	0.1850 (0.236)	
Single	0.6200 (0.752)	
Common-law	0.7520 (0.001)	
Number of Dependents	0.9530 (1.81)	
Length of Union Membership	0.1510 (2.39)*	0.2170 (3.87)**
No. of Friends in Union	0.0140 (0.26)	
No. of Associates in Union	0.1110 (2.05)	0.1150 (2.29)*
Type of Work	0.0380 (0.647)	
Union		
Sample A	-0.5450 (-7.51)****	-0.5770 (-8.21)****
Sample B	-0.4550 (-6.45)****	-0.5070 (-7.23)****
Sample C	-0.018 (-0.22)	
Barriers to Participation	-0.0920 (-1.93)	
Union Commitment	0.3660 (5.418)****	0.5250 (8.49)****
Union Satisfaction	-0.1290 (-2.31)*	-0.1610 (-2.65)**
Need for Involvement	0.1580 (2.39)*	
Multiple R	0.6935	0.7148
R - Squared	0.4810	0.5109
Adj. R - Squared	0.4441	0.4939
Standard Error	0.7456	0.71139

*=p<0.05; **=p<0.01; ***=p<0.001; ****=p<0.00001

Voting in Union Elections

The first linear equation, employing 18 predictor variables, developed to predict Voting in Union Elections is presented in Table 15(a). The full model accounted for 18.87% of the variance in the criterion ($F_{(18,253)} = 4.501$; $p < 0.00001$)

Stepwise regression procedures resulted in the development of a 6 predictor model accounting for 18.78% of the criterion variance ($F_{(6,265)} = 11.45$; $p < 0.00001$). This model is presented in Table 15(b). Once again all three attitudinal scales contributed significantly to the prediction of the criterion measure with union satisfaction correlating negatively with the criterion. Role characteristics, specifically number of recreational associates in the union and union of membership also contributed to the overall prediction. The latter relationships were negative in direction; membership in Samples A and B being negatively related to Voting in Union Elections.

Length of union membership was the only variable which
attained significance in the full but not the stepwise model.
Union Satisfaction was the only variable which entered into
the stepwise model without attaining significance in the full
model.

Table 15

Predictors of Voting in Union Elections: Beta weights and t ratios

Predictor	A Full Model	B Stepwise Model
Age	-0.1067 (-1.43)	
Education	0.0703 (1.14)	
Sex	0.0289 (0.41)	
Marital Status		
Married	-0.0245 (-0.26)	
Single	0.7460 (0.748)	
Common-law	-0.0369 (-0.54)	
Number of Dependents	0.0802 (1.26)	
Length of Union Membership	0.1543 (2.02)*	
No. of Friends in Union	-0.0175 (-0.27)	
No. of Associates in Union	0.1581 (2.42)**	0.1515 (2.72)**
Type of Work	0.0734 (1.04)	
Union		
Sample A	-0.2894 (-3.30)**	-0.2309 (-3.67)**
Sample B	-0.2430 (-2.99)**	-0.2538 (-3.17)**
Sample C	0.0366 (0.55)	
Barriers to Participation	-0.0227 (-0.40)	
Union Commitment	0.2393 (2.94)**	0.2309 (2.87)**
Union Satisfaction	-0.1191 (-1.76)	-0.1392 (-2.08)*
Need for Involvement	0.1879 (2.36)*	0.1894 (2.42)*
Multiple R	0.4925	0.4537
R - Squared	0.2425	0.2059
Adj. R - Squared	0.1887	0.1879
Standard Error	0.9008	0.9012

*=p<0.05; **=p<0.01; ***=p<0.001; ****=p<0.00001

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Tables 16(a) and 16(b) present the two linear models developed to predict the third criterion; participation in other union votes. The full model, employing 18 predictor variables, accounted for 14.67% of the observed variance in this criterion ($F_{(18,253)} = 3.59$; $p < 0.00001$).

The more parsimonious 6 predictor model accounted for 15.51% of the criterion variance ($F_{(6,265)} = 9.29$; $p < 0.000001$). Of the attitudinal scales only Need for Involvement contributed to the overall prediction of participation in other union votes. The remaining predictor, with the exception of respondents' age, were all union role characteristics such as the length of union membership, number of close friends in the union and union of membership. Membership in Samples A and B was negatively related to participation in other votes as was respondents' age.

Only one variable, respondents' age, entered into the stepwise model without attaining significance in the full model.

Table 16

Predictors of Participation in Other Union Votes: Beta weights and t - ratios

Predictor	A Full Model	B Stepwise Model
Age	-0.1431 (-1.87)	-0.1439 (-2.07)*
Education	0.0428 (0.63)	
Sex	-0.0507 (-0.70)	
Marital Status		
Married	0.0338 (0.35)	
Single	0.0235 (0.23)	
Common-law	0.0969 (1.38)	
Number of Dependents	0.0781 (1.19)	
Length of Union Membership	0.3203 (4.08)***	0.3589 (4.81)***
No. of Friends in Union	0.1809 (2.68)*	0.1532 (2.71)*
No. of Associates in Union	-0.0436 (-0.65)	
Type of Work	0.0293 (0.41)	
Union		
Sample A	-0.2441 (-2.72)*	-0.2481 (-3.19)***
Sample B	-0.3647 (-4.37)****	-0.3426 (-4.67)****
Sample C	0.0003 (0.04)	
Barriers to Participation	-0.0787 (-1.34)	
Union Commitment	0.0933 (1.12)	
Union Satisfaction	-0.0959 (-1.38)	
Need for Involvement	0.2038 (2.49)*	0.2120 (3.54)***
Multiple R	0.4511	0.4169
R - Squared	0.2034	0.1738
Adj. R - Squared	0.1468	0.1551
Standard Error	0.9186	0.9141

* = p < 0.05; ** = p < 0.01; *** = p < 0.001; **** = p < 0.00001

The full regression model, employing 18 predictor variables for the criterion variable Holding Union Office is presented in Table 17(a). The full model account for 31.50% of the variance in this criterion ($F_{(18, 253)} = 8.93$; $p < 0.000001$).

Stepwise model building techniques resulted in the development of the 7 predictor model presented in Table 17(b). The stepwise model accounted for 35.07% of the variance in the criterion($F_{(7, 264)} = 21.91$; $p < 0.000001$). Of the attitudinal variables, both union commitment and union satisfaction contributed significantly to the prediction with the latter relationship being negative in direction. Of the role characteristics considered, union of membership (Samples A and B) was negatively related to holding union office. The perceived barriers to participation scale also correlated negatively with the criterion. Finally, two demographic variables, sex and number of dependents predicted holding union office. The former relationship was negative with the latter being positive in direction.

Both the stepwise and the full models for Holding Union

Office were very similar. The significant predictors from the
full model also entered the stepwise model as significant
predictors of Holding Union Office.

Table 17

Predictors of Holding Union Office: Beta weights and t-ratios

Predictor	A Full Model	B Stepwise Model
Age	-0.0430	
	(-0.64)	
Education	0.0937	
	(1.69)	
Sex	-0.1893	-0.1584
	(-2.99)**	(-2.93)**
Marital Status		
Married	-0.1340	
	(-1.58)	
Single	-0.1160	
	(-1.29)	
Common-law	-0.0430	
	(-0.71)	
Number of Dependents	0.2202	0.1979
	(3.86)***	(3.87)***
Length of Union Membership	-0.0003	
	(-0.04)	
No. of Friends in Union	0.0356	
	(0.60)	
No. of Associates in Union	0.0137	
	(0.23)	
Type of Work	0.0471	
	(0.74)	
Union		
Sample A	-0.3080	-0.3420
	(-3.91)***	(-5.37)***
Sample B	-0.1906	-0.2551
	(-2.61)**	(-3.90)**
Sample C	0.0771	
	(1.29)	
Barriers to Participation	-0.0107	-0.1134
	(-2.08)*	(-2.29)*
Union Commitment	0.4413	0.4643
	(6.03)****	(7.82)****
Union Satisfaction	-0.1730	-0.1695
	(-2.84)**	(-2.87)**
Need for Involvement	0.0264	
	(0.36)	
Multiple R	0.6233	0.6062
R - Squared	0.3885	0.3675
Adj. R - Squared	0.3450	0.3507
Standard Error	0.8078	0.8043

$*=p<0.05; **=p<0.01; ***=p<0.001; ****=p<0.00001$

Serving on Union Committees

The full 18 variable model developed to predict Serving on Union Committees is presented in Table 18(a). As is shown the full model accounted for 37.26% of the variance in this criterion $(F(18,253) = 9.94; p<0.000001)$.

Table 18(b) illustrates the 4 variable model developed to predict committee service through the stepwise procedure. The 4 variable model accounted for 35.60% of the observed variance in the criterion $(F(4,267) = 38.46; p<0.000001)$. Union commitment, the only attitudinal variable to contribute to the prediction, independently accounted for 31.08% of the variance in the criterion. The remaining predictors included one role characteristic, number of recreational associates in the union, and two demographic variables; education and number of dependents. All observed relationships were positive in direction.

Table 18

Predictors of Serving on Union Committees: Beta Weights and t - ratios

Predictor	A Full Model	B Stepwise Model
Age	-0.0215 (-0.328)	
Education	0.1088 (2.03)*	0.1373 (2.77)**
Sex	-0.1256 (-2.03)*	
Marital Status		
Married	-0.0473 (-0.57)	
Single	-0.1148 (-1.31)	
Common-law	-0.0613 (-1.02)	
Number of Dependents	0.1275 (2.28)*	0.1628 (3.32)***
Length of Union Membership	0.0451 (0.67)	
No. of Friends in Union	0.0744 (1.29)	
No. of Associates in Union	0.0718 (1.25)	
Type of Work	-0.0002 (-0.03)	
Union		
Sample A	-0.0536 (-0.70)	
Sample B	-0.1387 (-1.94)	
Sample C	0.0768 (1.31)	
Barriers to Participation	-0.0620 (-1.23)	
Union Commitment	0.5795 (8.09)****	0.5642 (11.39)****
Union Satisfaction	-0.1213 (-2.03)*	
Need for Involvement	0.0301 (0.43)	
Multiple R	0.6437	0.6046
R - Squared	0.4143	0.3655
Adj. R - Squared	0.3726	0.3560
Standard Error	0.7921	0.8025

*=p<0.05; **=p<0.01; ***=p<0.001; ****=p<0.00001

Contacting the Union for Help

Table 19(a) present the full 18 variable model developed to predict Contacting the Union for Help. The full model accounted for 32.12% of the variance in the criterion $(F_{(18, 253)} = 8.125; p < 0.000001)$.

As a result of the stepwise procedure a four variable model was developed which accounted for 31.21% of the criterion variance $(F_{(4, 267)} = 3.73; p < 0.000001)$. This model is presented in Table 19(b). Both union commitment and need for involvement contributed to the prediction with the former predictor independently accounting for 24.01% of the criterion variance. The remaining two predictors were membership in Sample A which was negatively related to Contacting the Union for Help and the number of recreational associates in the union which was positively related to the criterion.

Only one variable, number of dependents, attained significance in the full model but did not enter the more parsimonious stepwise model.

Table 19

Predictors of Contacting the Union for Help: Beta weights and t - ratios

Predictor	A Full Model	B Stepwise Model
Age	-0.1120 (-1.64)	
Education	-0.0433 (-0.77)	
Sex	0.0508 (0.78)	
Marital Status		
Married	-0.0371 (-0.43)	
Single	-0.0230 (-0.25)	
Common-law	-0.0002 (-0.03)	
Number of Dependents	0.1554 (2.67)**	
Length of Union Membership	0.0109 (0.15)	
No. of Friends in Union	0.0417 (0.69)	
No. of Associates in Union	0.1122 (1.88)	0.1353 (2.65)**
Type of Work	0.0263 (0.04)	
Union		
Sample A	-0.1990 (-2.48)*	-0.1547 (-2.83)**
Sample B	-0.0759 (-1.01)	
Sample C	0.0358 (0.58)	
Barriers to Participation	0.0249 (0.48)	
Union Commitment	0.3203 (4.30)****	0.2710 (3.84)***
Union Satisfaction	-0.1076 (-1.74)	
Need for Involvement	0.2413 (3.31)***	0.2247 (3.17)**
Multiple R	0.6052	0.5677
R - Squared	0.3663	0.3222
Adj. R - Squared	0.3212	0.3121
Standard Error	0.7945	0.7998

*=p<0.05; **=p<0.01; ***=p<0.001; ****=p<0.00001

Informal Participation

Table 20(a) shows the full 18 variable model developed
to predict Informal Participation in union activities. The
full model accounted for 27.74% of the variance in this
criterion ($F_{(18, 253)} = 6.78$; $p < 0.000001$).

The three variable model developed through stepwise
regression is presented in Table 20(b). The model, consisting
of the three variables union commitment, education and number
of close friends in the union, accounted for 26.54% of the
variance in the measure of Informal Participation ($F_{(3, 268)} =
33.63$; $p < 0.000001$). All of the relationships were positive
in direction with union commitment independently accounting
for 21.07% of the criterion variance.

Membership in Sample B was a significant predictor of
Informal Participation in the full but not the stepwise
model. Number of friends in the union was a significant
predictor for the stepwise but not the full model. Despite
thee differences, both models accounted for approximately the
same amount of criterion variance.

Table 20

Predictors of Informal Participation :Beta weights and t - ratios

Predictor	A Full Model	B Stepwise Model
Age	-0.1231 (-1.75)	
Education	0.1956 (2.35)***	0.2179 (4.11)***
Sex	-0.0001 (-0.02)	
Marital Status		
Married	-0.0952 (-1.07)	
Single	-0.0629 (-0.67)	
Common-law	0.0188 (0.29)	
Number of Dependents	0.0873 (1.45)	
Length of Union Membership	-0.0007 (-0.02)	
No. of Friends in Union	0.1105 (1.78)	0.1446 (2.73)**
No. of Associates in Union	0.0619 (1.00)	
Type of Work	-0.1090 (-1.64)	
Union		
Sample A	-0.1594 (-1.93)	
Sample B	-0.1780 (-2.32)*	
Sample C	-0.0784 (-1.24)	
Barriers to Participation	-0.0286 (-0.53)	
Union Commitment	0.4564 (5.94)****	0.4747 (8.96)****
Union Satisfaction	-0.0749 (-1.17)	
Need for Involvement	0.0643 (0.85)	
Multiple R	0.5704	0.5230
R - Squared	0.3254	0.2735
Adj. R - Squared	0.2774	0.2654
Standard Error	0.8485	0.8555

*=p<0.05; **=p<0.01; ***=p<0.001; ****=p<0.00001

Summary

table 21 presents a summary of the results of the full and stepwise regression analyses for the full sample. For ease of presentation only significant predictors are displayed. As described above, the two regression procedures employed resulted in essentially the same model being developed for each criteria.

Overall, the models developed for each criteria share certain commonalities. Attitudinal variables, and in particular Union Commitment, were found to be powerful predictors of each measure of union participation employed in the study. Union role characteristics were also observed to be significant predictors of the criteria. Of particular note was the variable Union (i.e. Sample A, Sample B etc.) which emerged as a significant predictor for five of the seven criteria. Number of associates in the union was also observed to be a significant predictor of participation, entering the models for four of the criteria. The importance of demographics as predictors of participation is less clear. No single demographic variable emerged as a significant predictor of more than two criterion variables.

Given these commonalities it is also important to note that the model developed for any given criterion was, to a certain extent, unique. No two criteria were predicted by the same combination of variables. Furthermore, the predictive power of both individual variables and classes of predictor variables appeared to vary with the criteria.

Table 21

Comparison of Stepwise and Full Regression Models for Each Criterion: Beta wieght and t - ratios

Predictor	Meeting Attendance Full	Step	Vote In Elections Full	Step	Other Votes Full	Step
Age					-0.144 (-2.1)	
Education						
Sex	-0.121 (-2.1)	-0.124 (-2.3)				
Number of Dependents						
Length of Union Membership	0.151 (2.4)	0.217 (3.9)	0.154 (2.0)		0.320 (4.1)	0.359 (4.8)
No. of Friends in Union					0.181 (2.7)	0.153 (2.7)
No. of Associates in Union	0.115 (2.3)	0.158 (2.4)	0.152 (2.7)			
Union						
Sample A	-0.54 (-7.5)	-0.57 (-8.2)	-0.28 (-3.3)	-0.23 (-3.4)	-0.24 (-2.7)	-0.25 (-3.2)
Sample B	-0.46 (-6.8)	-0.51 (-7.2)	-0.24 (-3.0)	-0.25 (-3.2)	-0.37 (-4.4)	-0.34 (-4.7)
Barriers to Participation						
Union Commitment	0.366 (5.4)	0.525 (8.5)	0.239 (2.9)	0.231 (2.9)		
Union Satisfaction	-0.13 (-2.3)	-0.16 (-2.7)	-0.14 (-2.1)			
Need for Involvement	0.158 (2.4)		0.188 (2.4)	0.189 (2.4)	0.204 (2.5)	0.212 (3.5)

Table 21 (cont'd)

Comparison of Stepwise and Full Regression Models for all Criteria :Beta wieght and t - ratios

Predictor	Hold Office		Serve On Committees		Contact For Help	
	Full	Step	Full	Step	Full	Step
Age						
Education			0.109 (2.0)	0.137 (2.8)		
Sex	-0.19 (-3.0)	-0.16 (-2.9)	-0.13 (-2.0)			0.155 (2.67)
Number of Dependents	0.220 (3.9)		0.128 (2.3)	0.163 (3.3)		
Length of Union Memberhip						
No. of Friends In Union		0.198 (3.9)				
No. of Associates In Union				0.114 (2.4)		0.135 (2.7)
Union						
Sample A	-0.31 (-3.9)	-0.34 (-5.4)			0.20 (-2.5)	-0.16 (-2.8)
Sample B	-0.19 (-2.6)					
Barriers to Participation	-0.11 (-2.1)	-0.11 (-2.9)				
Union Commitment	0.441 (6.0)	0.465 (7.8)	0.580 (8.1)	0.564 (11.4)	0.320 (4.3)	0.271 (3.8)
Union Satisfaction	-0.17 (-2.8)	-0.17 (-2.9)	-0.12 (-2.0)			
Need for Involvement					0.241 (3.3)	0.225 (3.2)

Table 21 (cont'd)

Comparison of Stepwise and Full Regression Models for all Criteria :Beta wieght and t - ratios

Predictor	Informal Participation	
	Full	Step
Age	0.196	0.218
	(2.4)	(4.1)
Education		
Sex		
Number of Dependents		
Length of Union Membership		
No. of Friends in Union		0.145
		(2.7)
No. of Associates in Union		
Union		
Sample A		
Sample B	-0.18	
	(-2.3)	
Barriers to Participation		
Union Commitment	0.456	
	(5.9)	
Union Satisfaction		
Need for Involvement		

Subsample Regression Analyses.

Female Respondents

Table 22 presents the result of the full, 16 variable
models, developed to predict each of the seven criteria for
the female respondents. One union, Sample B, is entirely
composed of males and is excluded from the analysis. As is
shown, each of the models is statistically significant
with criterion variance accounted for ranging from 14.24% to
47.52% depending on the criterion.

Stepwise models were also developed for each criteria based
on the data collected from female respondents. These models
are presented in Table 23. A four variable model accounted
for 47.46% of the variance in meeting attendance($F_{(4,198)}$ =
46.61; $p<0.000001$). For the criterion voting in union
elections the stepwise procedure resulted in the development
of a three variable model accounting for 17.27% of the
variance ($F_{(3,199)}$ =15.06; $p<0.0001$). A three variable model
accounted for 14.99% of the variance in participation in
other votes ($F_{(3,199)}$ =12.88; $p<0.0001$) while a five variable
model accounted for 36.95% of the variance in holding union
office ($F_{(5,197)}$ = 24.68; $p<0.00001$). A four variable model

predicted 38.9% of the variance in serving on union committees ($F(4,198) = 33.15$; $p < 0.00001$) and a three variable model accounted for 27.87% of the variance in contacting the union for help ($F(3,199) = 27.02$; $p < 0.00001$). Finally, a three variable model accounted for 29.61% of the variance in the measure of informal participation ($F(3,199) = 29.32$; $p < 0.00001$).

Table 22

Predictors of Participation for Female Respondents (Full Models): Beta Weights and t-ratios (1)

Predictors	Meeting Attendance	Vote in Elections	Other Votes	Hold Office
Age	-0.0003	-0.0994	-0.1070	-0.0783
	(-0.04)	(-1.21)	(-1.18)	(-1.00)
Education	0.0408	0.0918	0.0288	0.0451
	(0.76)	(1.37)	(0.42)	(0.76)
Marital Status				
Married	0.0400	-0.0133	-0.0001	-0.0960
	(0.47)	(-1.24)	(-0.01)	(-1.01)
Single	0.1019	0.0991	0.0229	-0.1255
	(1.08)	(0.84)	(0.19)	(-1.20)
Common-law	-0.0265	-0.0571	0.0807	-0.0595
	(-0.41)	(-0.71)	(0.97)	(-0.83)
No. of Dependents	0.1071	0.0517	-0.0005	0.1612
	(1.89)	(0.73)	(-0.07)	(2.58)*
Length of Membership	0.1571	0.1800	0.3870	0.0206
	(2.15)*	(2.04)*	(4.39)****	(0.26)
No. of Friends in Union	0.0762	-0.0458	0.1479	-0.0213
	(1.2)	(-0.58)	(1.81)	(-0.31)
No. of Assoc. in Union	0.1302	0.1544	-0.0708	0.0895
	(2.01)*	(1.91)	(-0.86)	(1.25)
Type of Work	0.0111	0.0272	-0.0501	0.0159
	(0.19)	(0.38)	(-0.68)	(0.25)
Union				
Sample A	-0.4768	-0.3631	-0.2900	-0.2360
	(-6.74)****	(-4.1)****	(-3.2)**	(-3.02)**
Sample D	0.0003	-0.0002	-0.0345	0.1002
	(0.04)	(-0.02)	(-0.41)	(1.38)
Barriers to Participation	-0.0742	0.0008	-0.0513	-0.1580
	(-1.37)	(0.12)	(-0.74)	(-2.63)***
Union Commitment	0.3688	0.2077	0.0870	0.4466
	(4.86)****	(2.20)*	(0.90)	(5.35)****
Union Satisfaction	-0.0265	-0.1333	-0.1164	-0.1734
	(-0.41)	(-1.48)	(-1.26)	(-2.18)*
Need for Involvement	0.0610	0.1440	0.1913	0.0712
	(0.81)	(1.53)	(1.99)*	(0.86)
Multiple R	0.7188	0.4964	0.4587	0.6400
R - Square	0.5167	0.2464	0.2104	0.4096
Adj. R-Square	0.4751	0.1816	0.1424	0.3589
Standard Error	0.7086	0.9062	0.9219	0.7343

*p<0.05; **=p<0.01; ***=p<0.001; ****=p<0.00001

Table 22(cont'd)

Predictors of Participation for Female Respondents (Full Models): Beta Weights and t-ratios ().

Predictors	Serve On Committees	Contact Union for Help	Informal Participation
Age	-0.0536	-0.1220	-0.1116
	(-0.70)	(-1.47)	(-1.36)
Education	0.1241	-0.0409	-0.1554
	(2.16)*	(-0.65)	(-2.51)**
Marital Status			
Married	0.0153	-0.0401	-0.0748
	(0.17)	(-0.41)	(-0.76)
Single	-0.0578	-0.0811	-0.0504
	(-0.85)	(-0.74)	(-0.41)
Common-law	-0.0592	0.0357	0.0003
	(-0.86)	(0.48)	(0.04)
No. of	0.1337	0.1210	0.0003
Dependents	(2.19)*	(1.82)	(0.04)
Length of	0.0343	0.0390	0.0356
Membership	(0.45)	(0.47)	(0.44)
No. of Friends	0.0427	0.0674	0.1082
in Union	(0.62)	(0.91)	(1.47)
No. of Assoc.	0.1007	0.0785	0.1011
in Union	(1.45)	(1.04)	(1.35)
Type of Work	-0.0316	-0.0321	-0.1487
	(-0.51)	(-0.48)	(-2.23)*
Union			
Sample A	-0.0993	-0.2263	-0.1785
	(-1.31)	(-2.75)**	(-2.18)*
Sample D	0.0494	0.0003	-0.1127
	(0.70)	(0.05)	(-1.49)
Barriers to	-0.0743	0.0274	-0.0242
Participation	(-1.28)	(0.43)	(-0.39)
Union	0.5874	0.2947	0.4134
Commitment	(7.25)****	(3.34)***	(4.73)****
Union	-0.1396	-0.1122	-0.0223
Satisfaction	(-1.81)	(-1.34)	(-0.29)
Need for	0.0305	0.0080	0.0304
Involvement	(0.43)	(0.65)	(0.35)
Multiple R	0.6660	0.5857	0.5944
R - Square	0.4436	0.3430	0.3534
Adj. R-Square	0.3958	0.2865	0.2977
Standard Error	0.7409	0.8154	0.8214

*p<0.05; **=p<0.01; ***=p<0.001; ****=p<0.00001

Table 23

Predictors of Participation for Female Respondents (Stepwise Models): Beta Weights and t-ratios ().

Predictors	Meeting Attendance	Vote in Elections	Other Votes	Hold Office
Age				
Education				
Marital Status				
Married				
Single				
Common-law				
No. of Dependents				0.1505 (2.67)***
Length of Membership	0.1897 (3.44)***		0.3413 (4.85)****	
No. of Friends in Union				
No. of Assoc. in Union	0.1694 (-3.25)**	0.1293 (1.98)*		
Type of Work				
Union				
Sample A	-0.4765 (-8.2)****	-0.2623 (-3.8)***	-0.2454 (-3.4)***	-0.2867 (-4.7)****
Sample D				
Barriers to Participation			-0.1687 (-2.98)**	
Union Commitment	0.3599 (6.64)****	0.2078 (3.06)**		0.5056 (7.01)****
Union Satisfaction				-0.1640 (-2.24)*
Need for Involvement			0.2116 (3.08)**	
Multiple R	0.6964	0.4302	0.4033	0.6206
R - Square	0.4850	0.1851	0.1626	0.3851
Adj. R-Square	0.4746	0.1728	0.1590	0.3695
Standard Error	0.7090	0.9111	0.9178	0.7282

Table 23 (cont'd)

Predictors of Participation for Female Respondents (Stepwise Models): Beta Weights and t-ratios ().

Predictors	Serve On Committees	Contact Union For Help	Informal Participation
Age	0.1287 (2.36)*		0.1628 (2.75)*
Education			
Marital Status			
Married			
Single			
Common-law			
No. of Dependents	0.1556 (2.80)***		
Length of Membership			
No. of Friends in Union			0.1815 (3.06)**
No. of Assoc. in Union	0.1268 (2.27)*		
Type of Work			
Union			
Sample A		-0.2114 (-3.31)**	-0.1300 (-2.07)*
Sample D			
Barriers to Participation			
Union Commitment	0.5829 (10.47)****	0.2588 (3.16)**	0.4338 (6.95)****
Union Satisfaction			
Need for Involvement		0.2064 (2.53)*	
Multiple R	0.6333	0.5380	0.5668
R - Square	0.4011	0.2894	0.3212
Adj. R-Square	0.3890	0.2787	0.3075
Standard Error	0.7450	0.8198	0.8157

*p<0.05; **=p<0.01; ***=p<0.001; ****=p<0.00001

Male Respondents

Table 24 presents the full, 16 variable, models developed to predict each of the criteria based on the data collected from male respondents. One union, Sample D, was composed of only female members and is, therefore, excluded from the analysis.

As is shown, two of the models failed to attain statistical significance; the model for predicting voting in union elections ($F_{(16,47)}$ = 1.83; $p>0.05$), and the model developed to predict informal participation in union activities ($F_{(16,47)}$ = 1.72; $p>0.05$). Criterion variance accounted for by the models ranged from 15.50% for informal participation and 40.00% for contacting the union for help.

Stepwise models were developed for each criteria for the male respondents. These models are presented in Table 25. A three variable model accounted for 27.40% of the variance in meeting attendance ($F_{(2,60)}$ = 8.93, $p<0.0001$). Only one predictor, need for involvement, entered the model to predict voting in union elections. This variable accounted for 16.45% of the variance in the criterion ($F_{(1,62)}$ = 13.40,

p<0.0005). A two variable model accounted for 13.32% of the variance in holding union office ($F_{(2,61)} = 19.01$; $p<0.0001$). A three variable model was developed accounting for 37.20% of the variance in contacting the union for help ($F_{(3,60)} = 13.43$, $p<0.0001$) while a two variable model accounted for 22.35% of the variance in informal participation ($F_{(2,61)} = 10.07$; $p<0.0002$). None of the predictor variables employed made a significant contribution to the prediction of participation in other union votes among male respondents.

Table 24

Predictors of Participation for Male Respondents (Full Models): Beta Weights and t-ratios ().

Predictors	Meeting Attendance	Vote in Elections	Other Votes	Hold Office
Age	0.0102	-0.1888	-0.2586	0.0554
	(0.07)	(-1.11)	(-1.65)	(0.33)
Education	0.1355	0.0912	-0.0423	0.1850
	(0.82)	(0.51)	(-0.26)	(1.04)
Marital Status				
Married	0.0706	-0.0625	-0.0251	-0.4162
	(0.73)	(-0.24)	(-0.10)	(-1.62)
Single	-0.0143	-0.0293	-0.1493	-0.2835
	(-0.07)	(-0.12)	(-0.67)	(-1.19)
Common-law	0.0986	0.0231	0.1760	-0.0334
	(0.66)	(0.14)	(1.17)	(-0.21)
No. of	0.0946	0.2024	0.3833	0.3808
Dependents	(0.69)	(1.35)	(2.77)**	(2.58)*
Length of	0.1153	0.0737	0.1384	-0.0001
Membership	(0.71)	(0.42)	(0.85)	(-0.0004)
No. of Friends	-0.1562	0.0009	0.3011	0.1640
in Union	(-1.17)	(0.07)	(2.25)*	(1.15)
No. of Assoc.	0.0958	0.1876	0.0002	0.0004
in Union	(0.74)	(1.33)	(0.02)	(0.03)
Type of Work	-0.041	0.1586	0.3132	0.1211
	(-0.31)	(1.13)	(2.41)*	(0.87)
Union				
Sample A	-0.4947	0.0900	0.0570	-0.7467
	(-2.09)*	(0.35)	(0.24)	(-2.93)**
Sample B	-0.7877	-0.1595	-0.4752	-0.5705
	(-3.33)**	(-0.62)	(-2.00)	(-2.25)*
Barriers to	-0.2002	-0.1750	-0.2557	-0.0358
Participation	(-1.72)	(-1.38)	(-2.19)*	(-0.29)
Union	0.4185	0.3403	0.2139	0.5211
Commitment	(2.32)*	(1.74)	(1.18)	(2.70)**
Union	-0.1434	-0.0699	-0.1370	-0.3295
Satisfaction	(-1.15)	(-0.52)	(-1.10)	(-2.47)*
Need for	0.3165	0.3211	0.1628	-0.1313
Involvement	(1.82)	(1.70)	(0.93)	(-0.70)
Multiple R	0.6900	0.6191	0.6885	0.6323
R - Square	0.4761	0.3832	0.4741	0.3999
Adj. R-Square	0.2978	0.1733	0.2951	0.1956
Standard Error	0.8326	0.9210	0.8488	1.0397

*p<0.05; **=p<0.01; ***=p<0.001; ****=p<0.00001

Table 24 (cont'd)

Predictors of Participation for Male Respondents (Full Models): Beta Weights and t-ratios ( ).

Predictors	Serve On Committees	Contact Union For Help	Informal Participation
Age	0.0687	-0.0451	-0.1894
	(0.42)	(-0.31)	(-1.10)
Education	0.1413	-0.0890	0.2920
	(0.81)	(-0.58)	(1.61)
Marital Status			
Married	-0.5230	-0.1370	-0.1117
	(-2.07)*	(-0.62)	(-0.42)
Single	-0.5201	0.0972	-0.1916
	(-2.23)*	(0.47)	(-0.79)
Common-law	-0.1719	-0.1823	-0.1038
	(-1.10)	(-1.32)	(-0.63)
No. of	0.2174	0.3007	0.2611
Dependents	(1.50)	(2.36)*	(1.72)
Length of	0.0767	-0.0255	-0.1040
Membership	(0.45)	(-0.17)	(-0.58)
No. of Friends	0.1301	-0.0495	0.1076
in Union	(0.93)	(-0.40)	(0.74)
No. of Assoc.	0.1163	0.2592	-0.0217
in Union	(0.85)	(2.16)*	(-0.15)
Type of Work	0.1193	0.2054	0.0101
	(0.88)	(1.71)	(0.07)
Union			
Sample A	-0.0759	0.0003	0.1367
	(-0.30)	(0.02)	(0.52)
Sample B	-0.2027	0.1207	-0.0367
	(-0.82)	(0.55)	(-0.14)
Barriers to	-0.0966	-0.0450	-0.0246
Participation	(-0.79)	(-0.42)	(-0.19)
Union	0.6064	0.2201	0.5326
Commitment	(3.20)**	(1.32)	(2.69)**
Union	-0.1750	-0.0494	-0.1455
Satisfaction	(-1.34)	(-0.43)	(-1.07)
Need for	-0.0476	0.3570	0.1317
Involvement	(-0.26)	(2.22)*	(1.69)
Multiple R	0.6499	0.7432	0.6079
R - Square	0.4224	0.5524	0.3695
Adj. R-Square	0.2257	0.4000	0.1549
Standard Error	0.9860	0.7419	0.9273

*p<0.05;   **=p<0.01;   ***=p<0.001;   ****=p<0.00001

Table 25

Predictors of Participation for Male Respondents (Stepwise Models): Beta Weights and t-ratios ().

Predictors	Meeting Attendance	Vote in Elections	Other Votes	Hold Office
Age				
Education				
Marital Status Married				
Single				
Common-law				
No. of Dependents				0:2679 (2.26)*
Length of Membership				
No. of Friends in Union				
No. of Assoc. in Union				
Type of Work				
Union Sample A	-0.4345 (-2.12)*			
Sample D	-0.6596 (-3.16)**			
Barriers to Participation				
Union Commitment				0.2644 (2.23)*
Union Satisfaction				
Need for Involvement	0.5376 (4.61)****	0.4216 (3.66)***		
Multiple R	0.5555	0.4216		0.4009
R - Square	0.3086	0.1777		0.1608
Adj. R-Square	0.2740	0.1645		0.1332
Standard Error	0.8466	0.9259		1.0792

*p<0.05; **=p<0.01; ***=p<0.001; ****=p<0.00001

Table 25 (cont'd)

Predictors of Participation for Male Respondents (Stepwise Models): Beta Weights and t-ratios (1).

Predictors	Serve on Committees	Contact Union For Help	Informal Participation
Age			
Education			0.4095 (3.12)**
Marital Status			
Married			
Single			
Common-law			
No. of Dependents			
Length of Membership			
No. of Friends in Union			
No. of Assoc. in Union		0.2644 (2.14)*	
Type of Work			
Union			
Sample A			
Sample D			
Barriers to Participation			
Union Commitment	0.4845 (4.36)***	0.3302 (2.23)*	0.5764 (4.39)***
Union Satisfaction			
Need for Involvement		0.3043 (2.06)*	
Multiple R	0.4845	0.6338	0.4981
R - Square	0.2347	0.4017	0.2481
Adj. R-Square	0.2224	0.3718	0.2235
Standard Error	0.9882	0.7591	0.8889

*p<0.95; **=p<0.01; ***=p<0.001; ****=p<0.00001

Summary

A comparison of the stepwise regression models developed
to predict each of the criteria for males and females is
presented in Table 26. As described above, the models
differed in their ability to account for criterion variance,
both across criteria and between the two subsamples.
Generally, the models developed based on the data from female
respondents were more powerful. This is, of course, only to
be expected given the preponderance of women in the sample as
a whole!

Overall, the models developed for female respondents
included more predictor variables than did the models
developed based on the data collected from male respondents.
Role characteristics and demographic variables were, for the
most part, excluded drom the models developed for the male
respondents. For female respondents, on the other hand, role
characteristic and, to a lesser extent, demographic variables
did play a role in predicting various forms of participation.

Attitudinal variables played a role in predicting the
various forms of participation for both male and female
respondents. For both groups, Union Commitment and Need for

Involvement appeared to be the most salient attitudes with Union Satisfaction and Barriers to Participation being of less importance as predictors.

Table 26

Comparison of Stepwise Regression Models for Each Criterion By Gender: Beta Weights and t-ratios (1

Predictors	Meeting Attendance Female	Meeting Attendance Male	Vote in Elections Female	Vote in Elections Male	Other Votes Female	Other Votes Male
Age						
Education						
Marital Status Married						
Single						
Common-law						
No. of Dependents						
Length of Membership	0.1897 (3.44)				0.3413 (4.85)	
No. of Friends In Union						
No. of Assoc. In Union	0.1694 (3.25)		0.1293 (1.98)			
Type of Work						
Union Sample A	-0.4765 (-8.20)	-0.4345 (-2.12)	-0.2523 (-3.82)		0.2454 (-3.38)	
Union Sample B			-0.6596 (-3.16)			
Barriers to Participation					-0.1687 (-2.98)	
Union Commitment	0.3599 (6.64)		0.2078 (3.06)			
Union Satisfaction						
Need for Involvement			0.5376 (4.61)		0.4216 (3.66)	0.2116 (3.08)

Table 26 (cont'd)

Comparison of Stepwise Regression Models for Each Criterion by Gender: Beta Weights and t - ratios ()

	Hold Office		Serve on Committees		Contact Union For Help	
	Female	Male	Female	Male	Female	Male
Predictors						
Age						
Education			0.1287 (2.36)			
Marital Status						
Married						
Single						
Common-law						
No. of Dependents			0.2679 (2.26)	0.1556 (2.80)		
Length of Membership	0.1505 (2.67)					
No. of Friends in Union						
No. of Assoc. in Union			0.1268 (2.27)			0.2644 (2.14)
Type of Work						
Union						
Sample A	-0.2867 (-4.69)				-0.2114 (-3.31)	
Sample D						
Barriers to Participation						
Union Commitment	0.5056 (7.01)	0.2644 (2.23)	0.5829 (10.47)	0.4845 (4.36)	0.2588 (3.16)	0.3302 (2.23)
Union Satisfaction						
Need for Involvement					0.2064 (2.53)	0.3043 (2.06)

Table 26 (cont'd)

Comparison of Stepwise Regression Models for each Criterion
By Gender: Beta Weights and t-ratios (1

Predictors	Informal Participation	
	Females	Males
Age		
Education	0.1628	0.4095
	(2.75)	(3.12)
Marital Status		
Married		
Single		
Common-law		
No. of Dependents		
Length of Membership		
No. of Friends in Union	0.1815	
	(3.06)	
No. of Assoc. in Union		
Type of Work		
Union		
Sample A	-0.1300	
	(-2.07)	
Sample D		
Barriers to Participation		
Union Commitment	0.4338	0.5764
	(6.95)	(4.39)
Union Satisfaction		
Need for Involvement		

DISCUSSION

The current study investigated the predictors of seven measures of participation in four union locals. Previous research on union participation has, for the most part, implicitly or explicitly defined participation in union activities as a unitry construct. Relatively little attention has been paid to the different demands of different forms of participation or to the possibility that different forms of participation may be motivated or predicted by different factors. The current study was based on the hypothesis that participation in union activities is not a unitary construct. Rather, participation is viewed as an interrelated set of behaviours which are likely to be predicted by different variables.

This hypothesis was partially supported by the data. Overall, significant predictive relationships were established for each of the various forms of participation in union activities. Attitudinal variables, and in particular Union Commitment, proved to be effective predictors of union participation. Demographic and role characteristic variables also predicted participation although the relationships varied across the seven criteria employed in the study.

Thus, while the participatory behaviours examined shared certain predictors, there was sufficient variation in the models developed for each criteria to support the interpretation of participation as a multidimensional construct.

As a secondary hypothesis, this study examined potential gender differences in the predictive models developed for each of the criteria. Previous research has suggested that the participation of female union members in union activities may be influenced by different factors than the participation of their male counterparts. It is important to note that this hypothesis does not address the frequency of union participation among female union members. Although gender differencesmay exist inthe frequency of participation, especially at the higher levels of the union hierarchy (Wertheimer & Nelson, 1979), the current study investigated only the possibility of participation being predicted by different factors for female, as opposed to male, unionists.

Different predictive relationships were observed between male and female union members. Of particular importance was the observation that participation among male union members was predicted, almost exclusively by attitudinal variables. Participation among female union members, on the other hand,

was also predicted by union role characteristics and demographic variables. One interpretation of these findings is that positive attitudes toward the union are, to some extent, translated directly into participation for male union members. Among female unionists, however; positive attitudes must be supported by a variety of other considerations before being translated into participation.

The preponderance of women in the sample, of course, seriously limits any conclusions being drawn from these findings. Although the results do suggest the existence of gender differences in participation, a more adequate sample would be required to fully examine the question of such differences.

Previous studies have had varied success in attempting to predict participation in union activities. The current study was able to account for 49.39% of the variance in Meeting Attendance, 18.79% of te variance in Voting in Union Elections, 15.51% of th variance in Participation in Other Union Votes, 35.07% of the variance in Holding Union Office, 35.6% of the variance in Serving on Union Committees, 31.21% of the variance in Contacting the Union for Help and 26.54% of the variance in Informal Participation. These results appear to be largely due to the inclusion of Union Commitment

as a predictor variable in the current study. Union
Commitment was a powerful predictor of all but one of the
criteria and contributed disproportionately to the criterion
variance accounted for by the regression models.

In the sections to follow the results of the two
hypotheses will be dicussed in more detail.

Hypothesis I

Criterion Measures of Participation

Meeting Attendance

As is shown in Table 7, all of the predictor variables,
with the exception of Education which had a low correlation,
correlated moderately with the criterion Meeting Attendance.
Attitudinal variables, especially Union Commitment and Need
for Involvement, were the best predictors of Meeting
Attendance followed by role characteristic and demographic
variables. These findings were largely supported by the
results of the regression analysis (see Table 21). Union
Commitment proved to be the best predictor of Meeting
Attendance followed by role characteristics, especially Union
of Membership. Only one demographic variable, Sex, emerged as

a significant predictor of Meeting Attendance. The resultant seven variable model for Meeting Attendance accountd for 43.39% of the variance in this criterion.

Meeting Attendance has been the single most popular operationalization of union participation in the literature. It is not surprizing, therefore, that a relatively powerful model can be developed to predict this criterion based on the findings of previous research. The demographic variables suggested by Spinard (1966) to predict Meeting Attendance were washed out of the analysis by the comparatively more powerful attitudinal and role characteristic variables. The observed relationships, however, were not inconsistent with Spinard's (1966) suggestion of a process of differential association leading to a sense of occupational community. Length of Union Membership and Number of Associates in the Union were positive predictors of Meeting Attendance as was Union Commitment,

Sex was negatively related to Meeting Attendance indicating that, for the current sample, female union members were less likely to attend union meetings than were male union members. Although this finding will be discussed in more detail, it can be observed that a lower participation rate among women is not inconsistent with the findings of

previous studies (e.g. White, 1979; Wertheimer & Nelson, 1977):

The members of both Samples A and B were less likely to attend union meetings than were members of Samples C and D. This observation is consistent with the suggestion that as a union becomes more established and more involved with administrative routines, membership participation drops off (Hagburg, 1954). Unions C and D were both recently established with Union D being certified in 1985 and Union C being formed as a breakaway from another union within the year prior to the study.

Finally, Union Satisfaction emerged as a significant predictor of Meeting Attendance suggesting that those unionists who do become involved in union activitie do so out of a desire to change existing conditions within the union. Although this causal sequence is subject to confirmation by further investigation it wouls appear that union members who do attend union meetings are dissatisfied with the operation of te union. It is likely, then, that attendance is for the purpose of voicing their concerns and effecting a change in the way the way the union operates.

Voting in Union Elections

At the level of simple correlations, attitudinal and role characteristic variables were the best predictors of Voting in Union Elections (see Table 8). Demographic variables, as a group, correlated weakly, or not at all with the criterion. The regresion analyses (Table 21) supported these observtions. All three attitudinal predictors, Union Commitment, Union Satisfaction and Need for Involvement, emerged as significant predictors of Voting in Union Elections as did Number of Associates in the Union and Union of Membership. The regressio model accounted for 18.79% of te criterion variance.

As with Meeting Attendance, members of Samples A and B indicated that they voted in union elections less frequently than did members of Samples C and D. Union Satisfaction was also negatively related to Voting in Union Elections indicating that those members who were less satisfied with the union and its operation were the members reporting the greatest frequency of voting in elections. Individuals who voted in elections also indicated that they had a greater degree of both Union Commitment and Need for Involvement as well as a greater Number of Recreational Associates in the Union than did non - voters. Again these findings are consistent with the occupational community model suggested by

Spinard (1966).

Participation in Other Union Votes

Participation in Other Union Votes was found to be
correlated with most of the predictor employed. Weak
correlations were observed between the criterion and
Age,Sex,Education and Number of Associates as well as Union
Satisfaction and Barriers to Participation. As a result of
the regression analyses a somewhat different pattern of
relationships emerged. Role characteristic variables emerged
as the class of predictors most strongly related to
Participation in Other Union Votes. Only one attitudinal
variable, Need for Involvement, and one demographic variable,
Age, emerged as a significant predictor.

As with the criteria previously discussed,membership in
either Sample A or Sample B was negatively related to voting.
Length of Union Membership and Number of Friends in the Union
were positively related to the criterion as was Need for
Involvement. Again, these findings are consistent with
Spinard's (1966) suggestions. Contrary to previous
findings,however, Age was found to be negatively related to
participation. Older union members report participating in
other union votes less frequently than do their younger
counterparts.

Holding Union Office

Holding Union Office was observed to be related to primarily attitudinal and demographic predictor variables (see Table 10). Union Commitment was the single most powerful correlate of the criterion followed by Need for Involvement, Number of Dependents, Sex, Barriers to Participation and Length of Union Membership. With the exception of Sex all of the observed relationships were positive in direction. As a result of the regression analyses (Table 21), a somewhat similar pattern of relationships was observed. Attitudinal variables emerged as the strongest predictors of Holding Union Office followed by role characteristics and demographic variables.

The single most powerful predictor of the criteria was, again, Union Commitment. Individuals who participated by Holding a Union Office expressed a higher degree of commitment to the union than did nonparticipants. Both Union Satisfaction and Barriers to Participation were found to be negatively related to Holding Union Office. As would be expected individuals who perceived many obstacles to their participation were unlikely to run for, or hold, a union office. As with Meeting Attendance and Voting in Union

Elections, Holding Union Office appears to be a means of effecting change within the union. Those who held office reported more dissatisfaction with the union than did union members who have not held office.

Membership in Samples A and B was, again, negatively related to participation. Members of these unions reported participating less than did members of Samples C and D.

Union members with children held a union office with greater frequency than did members with no children. Although this finding may seem to be counter - intuitive, the assumption being that family life is another external interest which takes away from the amount of time available for union activities, it is consistent with the "Golden Age" research findings. That is, Spinard (1966), reports that union members with a greater stake in their jobs were more likely to participate in union activities. Having dependents, therefore, may lead to a greater dependence upon employment and, by default, union membership as a primary source of income.

Finally, female union members reported Holding Union Office less frequently than did males. This finding is

consistent with the observation that participation in union activities by women decreases as one moves up the union hierarchy (Wertheimer & Nelson, 1977).

Serving on Union Committees

At the level of simple correlations almost all of the predictors were found to be correlated with the criterion Serving on Union Committees (Table 11). A four variable model, however, resulted from the regression analyses.

Union Commitment was the single best predictor of Serving on Union Committees with higher levels of commitment being associated with a greater willingness to serve on union committees. Two demographic variables, Number of Dependents and Education, also emerge as significant predictors of committee membership. It is interesting to note that committee service is, perhaps, an area in which more educated union members find an application for their specialized training or greater interest in "academic" issues.

Finally, Number of Associates in the Union was also positively related to Serving on Union Committees. Although the finding is consistent with the differential association

model outlined by Spinard (1966), it is not clear whether Number of Associates is a cause or an effect of committee service.

Contact the Union For Help

Contacting the Union for Help was found to be correlated with the Number of Friends or Associates in the Union, Number of Dependents and all four of the attitudinal scales. The strongest correlate of the criterion was Union Commitment followed by Need for Involvement. generally, with the exception of Number of Dependents, demographic variables were not found to be correlated with Contacting the Union for Help (Table 12).

A four variable model was derived for the criterion (Table 21). Union Commitment and Need for Involvement both were positively related to the criterion. Members expressing a greater need for involvement in the union reported a greater frequency of contacting the union for help. Members of Sample A contacted the union for help less frequently than did members of Samples B,C, or D. Respondents reporting a greater number of associates in the union also contacted the union for help more frequently.

Informal Participation

As with previous criteria, the strongest correlates of Informal Participation were found to be attitudinal variables and, in particular, Union Commitment and Need for Involvement followed by role characteristics and demographics (Table 13). The multiple regression procedures resulted in the development of a three variable model to predict the criterion (Table 21).

Union Commitment was, again, the single most powerful predictor of Informal Participation. A higher degree of commitment was associated with engagement in a greater number of Informal participatory behaviours. Number of Friends in the Union also emerged as a significant predictor of the criterion. Respondents reporting a greater number of friends in the union engaged in more of the Informal participation behaviours than did respondents reporting no or few friends in the union. Finally, Education was found to be positively related to Informal Participation. As with Serving on Union Committees, the suggestion is made that participation through such informal activities as reading the union newsletters, contracts etc. is more likely to be attractive to highly educated members of the union.

Summary

The first hypothesis investigated by this study was that participation in union activities is best understood as a variety of behaviours which may reflect different levels of motivation and which may each have its own unique set of predictors. This hypothesis was partially supported by the study.

At the level of classes of predictor variables a general trend was apparent for all of the seven forms of participation investigated. That is, participation was best predicted by attitudinal variables such as Union Commitment, Union Satisfaction, Need for Involvement and, to a lesser extent, Barriers to Participation. Role characteristic variables, i.e. Union of Membership, Number of Friends in the Union and Length of Union Membership also appeared to be adequate predictor of participation in union activities. As a class of predictors, demographic variables did not emerge as particularly powerful predictors of participation. Although demographic variables were found to correlate with various measures of participation these variables were generally "washed out" in the regression analyses.

At the level of individual variables, however, marked differences were observed across the various measures of participation. With the exception of Union Commitment, which predicted six of the seven criteria, the predictive power of any given variable depended to a great extent on the criterion being considered. Length of Union Membership, for example, predicted Meeting Attendance and Participation in Other Union votes but did not emerge as a significant predictor of any of the five other criteria. These observations are particularly relevant to the demographic variables employed as predictors. None of the demographic variables emerged as predictors of more than two of the criteria and several demographic measures (e.g. Marital Status and Type of Work) did not emerge as significant predictors of any of the criteria.

Sufficient variation was observed across the models developed for each criteria to warrant a restatement of the basic research question. As discussed earlier, the question becomes not "What variables best predict participation in union activities?" but, rather, "What variables predict participation in a certain form of union activities?" The restatement implies a different approach toward studying membership participation in union activities in that further

research or the design of interventions must be oriented toward a particular type of activity rather than toward a global construct of participation.

Two additional points bear discussion. First, it is clear that the role of demographic variables as predictors of any type of participation is somewhat suspect. Although the early research focussed almost exclusively on such variables (Spinard, 1966) the use of multivariate techniques in the latter day research has pointed to the fact that demographic variables, in themselves, are not particularly powerful predictors of participation. Rather, demographic variables may play a moderating role in determining what form of union activity an individual engages in. Thus, highly educated union members may choose to participate in a manner different from their less educated counterparts. Similarly, a variety of factors, both internal and external to the union, may predispose women to participate in certain activities to the exclusion of others (Wertheimer & Nelson, 1977).

The validity of this point is not limited to the demographic variables employed in this study. A host of factors, including the internal structure of the union, may influence how members participate in the union. The observed relationships between Union of Membership and participation

In various forms of union activities serves to highlight this point. The task of union leaders, or of social scientists in their employ, is, therefore, twofold.

First, the membership of the union must want to participate in union activities. Although the literature has uniformly treated participation as a behavioural construct, it is clear that there is also an attitudinal component to participation. This attitudinal component creates the predisposition to participate; it is a necessary but not a sufficient condition for membership participation in union activities.

How, then, can these positive attitudes be created or instilled in union members? One commonly overlooked aspect of union membership is the importance of newcomer orientation to the union. Gordon et al (1980) cite newcomer orientation as an important factor in the development of a sense of commitment to the union. New members should be made aware of the goals of the union, its history and mode of operation. Of particular importance, in this regard, is the union's past record of achievements in negotiating or establishing better working conditions, pay increases and other goals of the membership. To us the terminology of Perline and Lorenz (1970), the new member must be made aware of the "payoff" of

union membership and participation in union activities.

In addition to this form of introduction, the union should make every effort to ensure that new members are introduced to the structure of the union and the union officials (e.g. shop stewards) with which the new member is most likely to interact. Unions can establish membership committees to ensure that such introductions are carried out and that members are formally introduced to union activities. Such a committee may be profitably established along the lines of a "buddy system" with each new member being assigned a committee member to perform the necessary introductions and accompany the new member to union meetings and other activities.

The importance of this newcomer orientation period is to establish, for the union member, both the benefits of the union and the expectation of participation. That is to say, the new member should be encouraged to participate in union activities and be made aware that such participation is expected of union members.

Over time the establishment of newcomer orientation procedures would lead to a committed membership as the

properly oriented "new members" eventually comprise the bulk of the union membership. Established unions cannot, however, wait for attrition to effect this change. Rather, existing members of the union must also be made aware of the benefits of participation and the requirement for an active membership. Two methods may be suggested for effecting this result.

The union executive should make every effort to ensure that the union membership are kept aware of the activities and accomplishments of the union. Many unions have established internal means of communication such as newsletter and membership education committees through which such communication could be effected.

Secondly, the union may wish to focus the attention of the members on the need for active members. Internal "membership drives" could be conducted designed to increase membership attendance at, and participation in, various union functions. Informal discussions with union leaders suggest that, although membership participation is often cited as a goal, relatively little is done to actively achieve this goal. Thus, as an example, although union leaders decry the poor attendance at union meetings there is often little done to encourage attendance beyond publicizing the time, location

and sometimes the agenda of the meeting.

Such a strategy relies on the members' enlightened self - interest as a motivating force. The lack of membership participation in union activities, however, suggests that a more active campaign on the part of the union is required to encourage membership participation.

In addition to encouraging membership participation in these ways, the union can also intervene directly to facilitate greater participation in union activities. Recognizing that "participation" may involve a great number of different behaviours leads naturally to the question of which behaviours should be actively encouraged as appropriate forms of membership involvement. The answer to the question will depend largely on the goals of the union; their interpretation of what membership participation means and, of course, the type of participation available to the union members. It should also be recognized that the needs and the goals of the union as an organization will vary with time; hence the importance attached to a particular form of participation is also likely to vary over time.

The union can, and should, carefully examine its goals in

terms of participation. Are there particular activities which are not well attended? Are there areas of union activity which require greater membership activity? Having established specific goals and priorities for increasing participation in union activities the union can proceed to take action to encourage participation in these activities.

Any such action, of course, should be based on the thorough understanding of the problem. Such an understanding would include the consideration of any factors which might inhibit participation. For example, are meetings being held at an inconvenient time or place? Is the type of activity or the form of activity inherently discouraging participation - i.e. are meetings too long or too boring?

The union may also consider the "payoff for participation" (Perline & Lorenz, 1970) or the rewards attached to participation in particular activities. It is likely that many union activities can be restructured or adapted to become more rewarding to participants. Union meetings may be followed by a social function for attendees. Participation in certain activities such as voting in union elections or attending meetings may qualify union members for participation in a lottery or result in some form of inexpensive reward. Voting in student union elections, for

example, has on occasion been encouraged by giving voters a free pen after they cast their ballot.

The important thing is not how the union goes about stimulating participation in particular activities but that the union plays an active role in encouraging participation. The efficacy of particular interventions can be established through careful monitoring and evaluation. It is likely that in many unions the well known "Hawthorne effect" will play a role at least initially: That is, the novelty of the union encouraging participation will, in itself, result in the desired change.

HYPOTHESIS II

The second general hypothesis examined in this study was that the predictive models developed for each criteria would differ between male and female union members. The literature suggests that the participation of women in union activities may differ from the participation of male union members in terms of both the frequency and the type of participation (White, 1981; Wertheimer & Nelson, 1979). Participation in union activities by women may be predicted by different variables than the participation of men.

As previously discussed, the best overall predictors of participation were role characteristics and attitudinal variables for the full sample. Demographic variables were, for the most part, washed out of the analysis by role of attitudinal variables. Within this context it is fruitful to look at the different patterns of predictors for various types of participation for both male and female respondents.

Males

Among male respondents only one demographic variable, Number of Dependents, entered as a significant predictor of formal participation. Number of Dependents was related only to Holding Union Office for male respondents. Education emerged as a significant predictor of the measure of informal Participation. Similarly, role characteristic variables did not hold up as predictors of formal participation for male respondents. Union of membership emerged as a significant predictor of Meeting Attendance among male respondents and Number of Recreational Associates in the Union emerged as a significant predictor of Contacting the Union for Help. With these two exceptions there was no significant relations between the set of role characteristics and the measures of participation employed in the study for the male respondents.

Attitudinal measures and in particular Union Commitment and Need for Involvement proved to be the strongest predictors of both formal and informal participation in union activities by male union members.

Females

Demographic variables did not fare well as predictors of participation among female respondents. Education emerged as a significant predictor of both Serving on Union Committees and Informal Participation. Number of Dependents predicted both Holding Union Office and Serving on Union Committees. This latter relationship was positive in direction suggesting that the more dependents a female respondent had the more likely she was to engage in these activities. No other demographic variable emerged as a significant predictor of formal participation among female respondents.

Role characteristics, in particular Length of Union Membership, Number of Associates in the Union and Union of Membership did emerge as predictors of formal participation for female respondents. Membership in Sample A was negatively related with each of the six measures of formal

participation as well as the measure of Informal Participation. Meeting Attendance and Participation in Other Union Votes increased with length of Union Membership. Number of Associates in the Union predicted Meeting Attendance, Voting in Union Elections and Serving on Union Committees. Number of Friends in the Union predicted Informal Participation.

Overall then, the second prediction was only partially supported by the data. Demographic variables did not, as a whole, prove to be good predictors of participation for either male or female respondents. Role characteristic variables on the other hand did predict participation for women but not for men. This finding is consistent with the observations of Wertheimer and Nelson (1979) who suggested that the union, i.e. fellow union members, plays an important role in determining the extent of participation in union activities by female union members.

SUMMARY

The second hypothesis received mixed support from the data. As was previously mentioned, attitudinal variables proved to be the best predictors of all forms of participation for both male and female respondents.

Demographic variables, with few exceptions, did not make significant independent contributions to the prediction of any of the criterion measures. Role characteristic variables predicted participation for female, but not for male, respondents.

No clear differences emerged between male and female respondents in terms of predicting various forms of participation. Union role variables were better predictors of participation for female rather than male respondents, and overall the regression models developed for female respondents were more powerful in terms of criterion variance accounted for. These findings, however, are undoubtedly influenced by the fact that the majority of the sample was female and that, with one exception, there were more females than males in each union surveyed. These conditions are not characteristic of the labour movement as a whole (White, 1981).

It should be pointed out that the major gender difference that was predicted as part of the second hypothesis was the importance of the Barrier to Participation Scale in predicting participation for female, but not male, respondents. No such differences were observed. The scale which was employed in the current study was adapted from the

Wertheimer and Nelson (1979) study. Given the social changes which have occurred since that original study, it may be that the checklist does not measure items or attitudes relevant to female unionists today. It is highly probable that further research in this area would benefit from the literature on gender roles. Any conclusions from the current study must be qualified by the recognition that the issue of gender differences in union participation and, more generally, gender roles has not been dealt with in depth herein. The finding that participation in union activities by female respondents was related to union role characteristics leads to the hypothesis that other role characteristics relevant to women would also play a role in predicting participation. This is an area which has been touched on, but not fully explored, in the available literature.

LIMITATIONS OF THE STUDY

The study reported on here is best considered as an exploratory study in a relatively unexplored area of Industrial/Organizational Psychology. As a result there are several factors which limit the interpretation of findings and suggest caution in drawing firm conclusions about union participation and its correlates. Three inter - related areas; generalizability, validity of the measures and

methodological concerns will be discussed.

With regard to generalizability, there are two major areas of concern; the extent to which the results are representative of the sample and the extent to which the results can be extended to larger populations. recent studies on union participation (e.g. Anderson, 1979; Fullagar, 1986) have had relatively little success in generating response rates greater than 20%. The current study is no exception. For two of the unions less than 20% of the members responded to the survey. The response from Sample A represented 84.19% of the entire sample suggesting that the results are more representative of that union than for any other union surveyed. Therefore no claim can be made for the representativeness of the sample in reference to the sampling frame. Furthermore, the unions participating in the study were all located in the Halifax/Dartmouth area and none of them were employed in the private sector. These observations suggest extreme caution in generalizing these findings to the labour movement as a whole or specific other unions. Extensive replications employing a more representative strategy must be undertaken in order to develop an adequate understanding of participation in union activities.

One might also question the validity of the measures employed; in particular the attitudinal measures. Of the four such measures employed only one, the Union Commitment Scale, has been established as a valid measure of the construct. Findings of the study, then, are best interpreted empirically rather than as constructs. For example, the findings that the Union Satisfaction Scale correlates negatively or not at all with measures of participation is an empirical observation which, in the absence of validity data, cannot be interpreted as a finding regarding the construct of satisfaction with the union.

A related concern is the extent to which survey responses can be said to measure reality. Respondents may, for example, have distorted, exaggerated or failed to recall the extent of their participation in various union activities. If this is the case, then the findings of the study relate not to actual participation but rather to self - perceived participation. In order to study participation one should, of course, study actual participation rates; e.g. study the behaviour rather than the reported behaviour. This was not, for a variety of reasons, possible in the current study. Fullagar (1986) found that, where such measurement was possible, self - report and objective data were highly correlated.

Two additional factors may impune the validity of the current study. First, although the focus of the study was on participation, the method employed did, in itself, require a participatory behaviour. That is to say, responding to a union sponsored study of participation is in itself a means of participating in union activities. Union members who do not participate at all in union activities, therefore, may not be included in the current sample. This problem emerges from the most widely employed research strategy of examining why union activists participate in the union in an attempt to study the correlates of union participation (Kolchin & Hyclak, 1984). The use of non - intrusive research methodologies may well overcome this basic flaw and lead to a greater understanding of membership participation in union activities.

A related concern is the use of attitudinal measures as predictors of participation. From a behavioural viewpoint, the formation of an attitude toward the union may, in itself, be a form of participation in the union. Developing a sense of union commitment, for example, can be construed as a covert behaviour which, given the observed relationships between commitment and participation, may lead to an overt behaviour such as meeting attendance. This is not an issue which can be easily resolved. The recognition that attitudes

may be thought of as behaviours implies that attitudinal measures may be employed a both predictors and criteria. The value of using attitudinal measures, then, is not simply to predict another, more observable, behaviour but also to explore the relationship of the individual member to the union through a consideration of both covert and overt involvement.

It is important to consider what has been meant by saying that a given variable is a "good" of "poor" predictor of participation. The techniques employed in this study, i.e. correlational and regression analysis, do not establish causality or causal direction. In this study, then, prediction does not imply a temporal ordering or causal sequence. prediction is best understood as an empirical relation with an unknown causal direction in the current study.

Similarly, correlations and regression weights are notoriously subject to shrinkage. The statistics reported in this study, therefore, cannot be interpreted in an absolute sense as indicating the size of the "true" relationship. This is particularly true given the different measures employed for each predictor variable. While some predictors were measured by a single item other were measured by as many as

30 items. The number of items comprising a measure has a direct effect on the reliability of the measure. The reliability of measurement, in turn, has a direct effect on the stability of the derived regression weights. Regression weights derived from unreliable measurements are notoriously unstable and highly subject to shrinkage.

Finally, the regression models developed through the stepwise technique are designed to result in the optimum prediction of the criteria. As a result, variables which are correlated with both the criterion and other predictor variables are often washed out of the regression analysis. The models that were developed for this study, therefore, do not represent the only predictive models which could be developed. Nor do they represent the "best" prediction in any absolute sense. What the models do represent is the combination of predictors which accounts for most of the criterion variance using the fewest number of predictors.

The finding that a given predictor did not attain significance in the regression analysis does not mean that the variable is unrelated to the criterion. Such a finding simply means that the criterion variance attributable to that predictor is shared by another variable or combination of variables which have previously entered the model. In the

current study three methods of model building were employed to develop the stepwise regression models: forward entry, backward elimination and simultaneous entry. The resultant equations from each method were identical. As Nie (1983) points out, while the three methods do not always give the same results, it is an encouraging sign when identical equations are derived from the three methods.

SUMMARY AND SUGGESTIONS

The current study set out to evaluate several hypotheses regarding the predictors of various forms of participation. The findings are, to some extent, supportive of previous studies particularly with regard to the importance of union role characteristics as predictors of participation. the importance of Union Commitment as a predictor of participation has been implied (e.g. Gordon et al, 1981) but never formally tested in the literature. Previous studies from the "Golden Age" era focussed almost exclusively on the role of demographic variables as predictors of participation. The current study, along with other recent investigations (e.g. Anderson, 1979; Nicholson et al, 1981) suggest that demographic variables play a relatively minor role in predicting participation.

This shift in emphasis away from the reliance on primarily demographic predictors of participation implies a strategy for designing interventions to increase membership participation. As the literature in this field grows it becomes increasingly apparent that the factors influencing participation are, to a large extent, factors which are under the control of the union. Attitudes toward the union, the extent to which an individual feels welcome to participate or thinks of him/herself as " a part of the union" are factors which are amenable to manipulation and are, therefore, the appropriate focus of interventions designed to increase membership participation in union activities.

The findings of this study are not inconsistent with Spinard's (1966) concept of a "sense of occupational community" as the most important condition for membership participation in union activities. Spinard (1966) suggested that factors which increase the union members' identification with the union and its members lead to increased participation. The "sense of occupational community" described by Spinard (1966) is very similar to the concept of Union Commitment as described by Gordon et al (1981). The factors cited by Spinard (1966) as leading to this sense of occupational community are similar to those factors which lead to an increased sense of organizational commitment; e.g. expectations, socialization experiences, workplace (union)

contacts etc. It would seem, therefore, that a potentially fruitful area of investigation would be the development and evaluation of a model of union commitment and participation.

A tentative model is presented here (see Figure 1). Essentially. the model suggests that am individual's association with a union and its members leads to the development of attitudes toward the union. The individual develops a conception of what the union is, the role it plays in the workplace and the union's effectiveness in achieving certain goals. The individual, through interaction with the union and its members, also develops an understanding of the role he or she is to play in the union. These perceptions of attitudes of the individual are represented in the model by the variables Union Commitment and Need for Involvement.

The model also indicates that demographic and role characteristic variables affect the translation of positive attitudes into active participation in union activities. These variables may effect the direction of an individual's involvement in the union. Education, for example, has been previously suggested in this paper to lead to participation through committee service or informal participation. Other demographic or role variables may affect the frequency as well as the type of participation. The structure, of the

union (Hagburg, 1954) has been suggested to limit or encourage various forms of participation through scheduling or constitutional regulation.

Any such model, of course, is subject to empirical testing and evaluation. The model presented here, however, is consistent with both the results of the current study and suggestions made by previous authors (e,g Perline & Lorenz, 1970; Spinard, 1966).

It is also clear from the results of the current study that a "better" operational definition of union participation is required to further research in this field. Using multiple criteria results in different findings than using the "traditional" single criteria. The concept of union participation has generally been poorly conceptualized and operationalized throughout the literature. It is suggested that a greater understanding of what participation is and how different forms of participation are related would be of great assistance in conducting further research and developing organizational interventions designed to increase membership support in union activities.

The latter endeavor is an area has been, to a large

extent, been ignored by Industrial/Organizational Psychologists. It is suggested that a closer relationship with unions, modeled after the existing relationship between psychology and management would be beneficial for both the unions and psychologists. Psychologists as researchers, consultants and even as union members have a role to play in the further development of labour unions.

FIGURE I

Model of Membership Participation
in Union Activities

```
                                    |Demographic Variables|
                                    |        -Sex         |
                                    |        -Education   |
                                    |        -No. of      |
                                    |         Dependents  |


|Membership Participation|                  |  Union Role        |
| - Meeting Attendance    |                  |  Characteristics|
| - Vote in Elections     |                  | -Length of      |
| - Other Votes           |                  |  Membership     |
| - Hold Office           |                  | -No. of         |
| -- Serve on Committees  |                  |  Associates     |
| - Contact Union for     |                  | -No. of Friends |
|   Help                  |
| - Informal              |
|   Participation         |
                                    |   Attitudes     |
                                    | - Commitment    |
                                    | - Satisfaction  |
                                    | - Need for      |
                                    | - Involvement   |
```
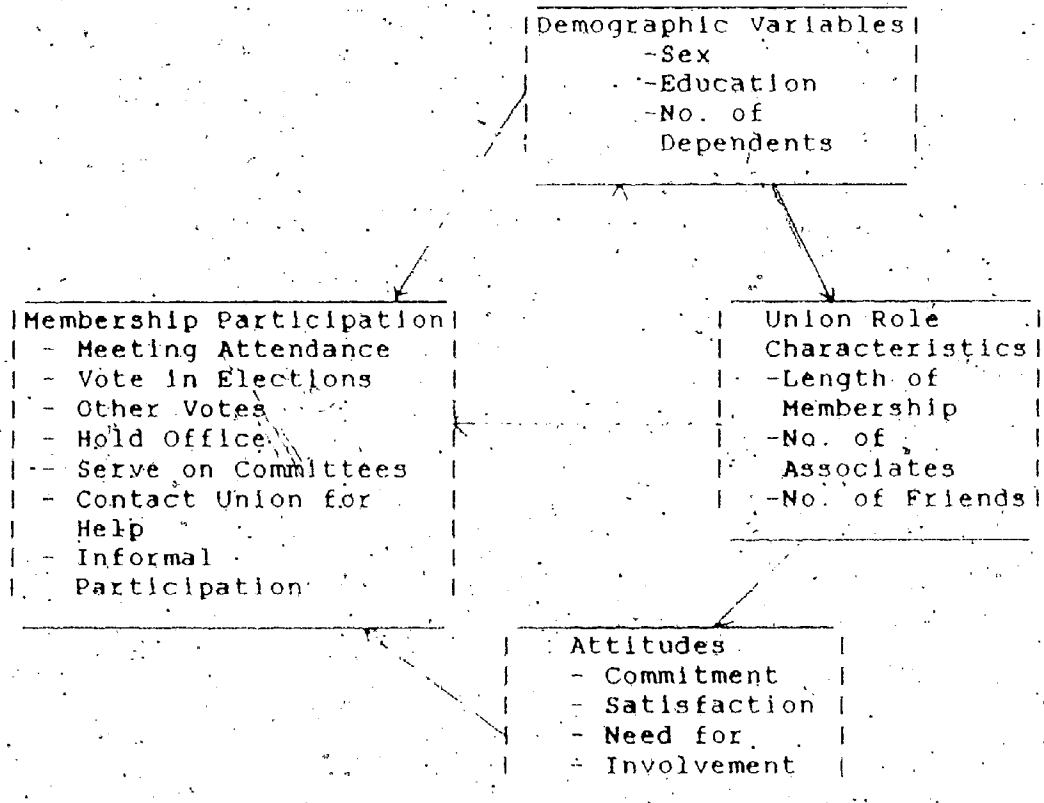
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APPENDIX A

COVERING LETTER AND QUESTIONNAIRE

133

Saint Mary's University

Halifax, Nova Scotia ,
Canada
B3H 3C3

Department of Psychology

Dear   Member;

My name is Kevin Kelloway and I am a graduate student in the Industrial/ Organizational Psychology program at St. Mary's University. As part of this program I am required to complete a research project. I would like to ask for your support of my research.

With the consent of the   executive I am conducting a survey of the   membership. You are invited to participate in this study by taking 20 to 30 minutes and completing the enclosed questionnaire.

It is most important that you do NOT put your name on the questionnaire. This is to protect your own anonymity. The survey is not connected with the management of   in any way. Therfore you are asked to take the survey home with you to complete it. Please do not complete the survey during working hours or at the workplace.

Upon completion of the study I will provide the executive with a complete copy of the final result. This information will help them to better understand the attitudes and needs of you, the   membership. I will also provide individual members with a short summary of the study results upon request. If you wish to receive a copy of this summary please do not hesitate to contact me.

This is your oppurtunity to express your opinions about the   Please take, 20-30 minutes and complete the questionnaire. Thank you for your cooperation.

Sincerely:

Kevin Kelloway
Psychology Department
St. Mary's University
Halifax, Nova Scotia
Tel: 429-9780 Ext. 492.

MEMBERSHIP SURVEY

You are invited to participate in a survey where your opinions about the _____ can be expressed. The opinions you express will be treated anonymously and in the strictest confidence. The information provided by the survey will enable the _____ executive to obtain a better understanding of your views and opinions. This survey is being conducted on behalf of the _____ by a graduate student in Industrial Organizational Psychology at Saint Mary's University.

Instructions

Although the survey has been mailed to you at work you are asked to take it home with you in order to complete it. Please DO NOT complete the survey during working hours.

To ensure your own anonymity please DO NOT put your name on the questionnaire.

When returning the questionnaire please be sure to seal the envelope. To return the questionnaire simply place the sealed envelope in the outgoing mail (inter-university mail does not require a stamp).

Please complete the survey on your own rather than discussing your answers with others.

Please be sure to answer all questions. Questions are printed on both sides of the questionnaire.

There are 57 questions in this survey. For most of the questions you are asked to indicate your agreement with a statement. For each question simply CIRCLE the number which best describes your opinion

EXAMPLE: 1.   I would be interested in completing this survey.

Strongly Disagree 1.   2.   3.   4.   (5) Strongly Agree

Some questions are checklists. You are asked to place a check mark ( ) beside each activity you have engaged in. Please check only those activities you have actually done.

EXAMPLE: Which of the following activities did you do today ?

        a)Ate lunch   ✓
        b)Went to work   ✓
        c)Drove a car

Finally, some questions ask you to write your response in the space provided.

EXAMPLE: What is today's date ?

     June 12, 1985

1. I value being a _____ member because it identifies me with the labour movement.

Strongly Disagree 1. . . . . 2. . . . . 3. . . . . 4. . . . . 5 Strongly Agree

2. Members of the _____ are not expected to have a strong personal commitment to the association.

Strongly Disagree 1. . . . . 2. . . . . 3. . . . . 4. . . . . 5 Strongly Agree

3. I am satisfied with the union meetings held by the _____.

Strongly Disagree 1. . . . . 2. . . . . 3. . . . . 4. . . . . 5 Strongly Agree

4. Every member must be prepared to take the time and the risk of filing a grievance.

Strongly Disagree 1. . . . . 2. . . . . 3. . . . . 4. . . . . 5 Strongly Agree

5. I talk up the _____ to my friends as a great organization to belong to.

Strongly Disagree 1. . . . . 2. . . . . 3. . . . . 4. . . . . 5 Strongly Agree

6. Very little that the membership wants has any real importance to the _____.

Strongly Disagree 1. . . . . 2. . . . . 3. . . . . 4. . . . . 5 Strongly Agree

7. I value being a _____ member because it gives me a chance to vent my feelings.

Strongly Disagree 1. . . . . 2. . . . . 3. . . . . 4. . . . . 5 Strongly Agree

8. My loyalty is to my work not to the _____.

Strongly Disagree 1. . . . . 2. . . . . 3. . . . . 4. . . . . 5 Strongly Agree

9. There's a lot to be gained by joining the _____.

Strongly Disagree 1. . . . . 2. . . . . 3. . . . . 4. . . . . 5 Strongly Agree

10. I rarely tell others that I am a member of the _____.

Strongly Disagree 1. . . . . 2. . . . . 3. . . . . 4. . . . . 5 Strongly Agree

11. Deciding to join the _____ was a smart move on my part.

Strongly Disagree 1. . . . . 2. . . . . 3. . . . . 4. . . . . 5 Strongly Agree

12. I am satisfied with the way bargaining is handled in the _____.

Strongly Disagree 1. . . . . 2. . . . . 3. . . . . 4. . . . . 5 Strongly Agree

13. A _____ member has more security than most members of management.

Strongly Disagree 1. . . . . 2. . . . . 3. . . . . 4. . . . . 5 Strongly Agree

14. I feel little loyalty toward the _____.

Strongly Disagree 1. . . . . 2. . . . . 3. . . . . 4. . . . . 5 Strongly Agree

15. I could just a well work in a non-union company as long as the type of work was similar.

Strongly Disagree 1. . . . . 2. . . . . 3. . . . . 4. . . . . 5 Strongly Agree

16.   Overall, I am satisfied with the operation of the

Strongly Disagree 1. . . . .2. . . . . .3. . . . .4. . . . .5 Strongly Agree

17.   If asked I would run for elected office in the

Strongly Disagree 1. . . . . .2. . . . . .3. . . . . .4. . . . .5 Strongly Agree

18.   If asked-I would serve on a committee for the

Strongly Disagree 1. . . . . .2. . . . . .3. . . . . .4. . . . .5 Strongly Agree

19.   My values and the   's values are not very similar.

Strongly Disagree 1. . . . . .2. . . . . .3. . . . . .4. . . . .5 Strongly Agree

20.   As long as I'm doing the kind of work I enjoy, it does not
       matter if I belong to a union.

Strongly Disagree 1. . . . . .2. . . . . .3. . . . . .4. . . . .5 Strongly Agree

21.   It's easy to be yourself and still be a member of the

Strongly Disagree 1. . . . . .2. . . . . .3. . . . . .4. . . . .5 Strongly Agree

22.   It is the duty of every   member to keep his/her ears open
       or information that might be useful to the union.

Strongly Disagree 1. . . . . .2. . . . . .3. . . . . .4. . . . .5 Strongly Agree

23.   I am satisfied with communication in the .

Strongly Disagree 1. . . . . .2. . . . . .3. . . . . .4. . . . .5 Strongly Agree

24.   The   's problems are my problems.

Strongly Disagree 1. . . . . .2. . . . . .3. . . . . .4. . . . .5 Strongly Agree

25.   I am satisfied with the support for grievances in the

Strongly Disagree 1. . . . . .2. . . . . .3. . . . . .4. . . . .5 Strongly Agree

26.   I have little confidence and trust in most members of the

Strongly Disagree 1. . . . . .2. . . . . .3. . . . . .4. . . . .5 Strongly Agree

27.   Based on what I know now and what I believe I can expect in the
       future, I plan to be a member of the union the rest of the time
       I work for.

Strongly Disagree 1. . . . . .2. . . . . .3. . . . . .4. . . . .5 Strongly Agree

28.   I am satisfied with the amount of member's participation in the

Strongly Disagree 1. . . . . .2. . . . . .3. . . . . .4. . . . .5 Strongly Agree

29.   I value being a   member because it helps bring me in
       contact with other people.

Strongly Disagree 1. . . . . .2. . . . . .3. . . . . .4. . . . .5 Strongly Agree

30.   The membership does not get enough benefits for the money taken
       by the   for initiation fees and dues.

Strongly Disagree 1. . . . . .2. . . . . .3. . . . . .4. . . . .5 Strongly Agree

31. The record of the _____ is a good example of what dedicated people can get done.

Strongly Disagree 1. . . . . .2. . . . . .3. . . . . .4. . . . . .5 Strongly Agree

32. It's every member's responsibility to see that the other members "live up to" the terms of the collective agreement.

Strongly Disagree 1. . . . . .2. . . . . .3. . . . . .4. . . . . .5 Strongly Agree

33. Even though he/she may not like parts of it, the _____ member must "live up to" all terms of te collective agreement.

Strongly Disagree 1. . . . . .2. . . . . .3. . . . . .4. . . . . .5 Strongly Agree

34. I am willing to put in a great deal of effort beyond that normally expected of a member in order to make the _____ successful.

Strongly Disagree 1. . . . . .2. . . . . .3. . . . . .4. . . . . .5 Strongly Agree

35. It's every _____ member's responsibility to see to it that management "lives up to" all the terms of the collective agreement.

Strongly Disagree 1. . . . . .2. . . . . .3. . . . . .4. . . . . .5 Strongly Agree

36. I doubt that I would do special work to help the _____

Strongly Disagree 1. . . . . .2. . . . . .3. . . . . .4. . . . . .5 Strongly Agree

37. I value _____ membership because it gives me a chance to influence the opinions and actions of other people.

Strongly Disagree 1. . . . . .2. . . . . .3. . . . . .4. . . . . .5 Strongly Agree

38. It's every member's duty to support or help another worker to use the grievance procedure.

Strongly Disagree 1. . . . . .2. . . . . .3. . . . . .4. . . . . .5 Strongly Agree

39. It's every member's duty to know exactly what the collective agreement entitles him/her to.

Strongly Disagree 1. . . . . .2. . . . . .3. . . . . .4. . . . . .5 Strongly Agree

40. I feel a sense of pride being a part of the _____

Strongly Disagree 1. . . . . .2. . . . . .3. . . . . .4. . . . . .5 Strongly Agree

41. What would have to change in your life to make it easier for you to participate in the _____ ? (Please check as many as you want)

_____ Nothing would have to change
_____ Fewer home responsibilities
_____ More information about the union
_____ Fewer activities in other groups I like
_____ Would need to feel more competent
_____ Would want to go to meetings with someone
_____ Would want to know more people who would be at the meetings
_____ My husband/wife/girlfriend/boyfriend would have to agree to my being active in the
_____ I am a woman and think men are better at union affairs
_____ Meetings should be at a different time or place
_____ The _____ should encourage me to be more active
_____ I am just not interested in union affairs

42. How would you describe your own attendance at   meetings?

    1. I attend every meeting

    2. I attend most of the meetings

    3. I attend about half of the meetings

    4. I attend some of the meetings

    5. I never attend the meetings

43. How often do you vote in   elections of officers?
    (Please Circle)

    1. I have voted in every election since I joined

    2. I have voted in most of the elections since I
       joined

    3. I have voted in about half of the elections

    4. I have voted in some of the elections

    5. I have never voted in an election since I joined

44. How often do you participate in other   votes (e.g.
    contract ratification votes) (Please circle)

    1. I have participated in every vote since I joined

    2. I have participated in most of the votes since I
       joined

    3. I have paticipated in about half of the votes

    4. I have participated in some of the votes

    5. I have never participated in a D.S.A. vote
       since I joined

45. Have you ever run for or held an elected office in the   ?
    (Please Circle)
       1. Yes and would do so again

       2. Yes but would not do so again

       3. No but would do so if asked

       4. No, not interested

46. Are you, or have you been, a member of a   committee?
    (Please Circle)
       1. Yes and would do so again

       2. Yes but would not do so again

       3. No but would do so if asked

       4. No, not interested

47. When you have a conflict with management (e.g. a grievance or
    complaint) do you contact the   for help? (Pease circle)

       1. Always contact the   for help

       2. Usually contact the   for help

       3. Sometimes contact the   for help

       4. Rarely contact the   for help

       5. Never contact the   for help

48. Which of the following activities have you engaged in during the past year (please check)

_____ 1. Reading the _____ newsletter
_____ 2. Helping a new member learn more about the _____
_____ 3. Supporting a _____ position in discussions with co-workers.
_____ 4. Advising other members about contract provisions
_____ 5. Becoming familiar with the provisions of the collective agreement
_____ 6. Asking a _____ representative for information
_____ 7. Campaigning or canvassing the membership in support of the _____
_____ 8. Giving your views on issues in _____ meetings.
_____ 9. Discussing _____ affairs with other members
_____ 10. Volunteering to help in a _____ sponsored activity.

THE FOLLOWING ITEMS ARE FOR DESCRIPTIVE PURPOSES ONLY. IN NO WAY WILL ANY ATTEMPT BE MADE TO IDENTIFY SPECIFIC INDIVIDUALS.

49. How long have you been a member of the _____ ?
(Please indicate length of membership).

_____

50. How many close friends do you have in the _____ ?
(Please indicate number).

_____

51. How many _____ members do you see outide of work for recreational purposes (Please indicate number)

_____

52. What is your present job classification ? (Please Circle)

53. In what year were you born? _____

54. What is the highest level of education you have completed?
    (Please Circle)
        1. Less than Grade 12
        2. Less than Grade 12 and vocational training
        3. Grade 12
        4. Grade 12 and vocational training
        5. Community college (didn't graduate)
        6. Community college (graduated)
        7. University (didn't graduate)
        8. University Degree (B.A.,B.Sc,B.Comm., etc)
        9. Honours University Degree
        10. Post-graduate Degree
        11. Other (Please specify)_____

55. Gender (Please Circle)

        1. Male

        2. Female

56. Marital Status (Please Circle)

        1. Single (Never Married)

        2. Common law marriage

        3. Married

        4. Divorced/ Separated or Widowed

57. How many dependants do you have ? For example, wholly dependent
    children, spouse etc. for whom you claim income-tax exemption.
    (Please indicate number)

                    _____

THANK YOU FOR YOUR COOPERATION, PLEASE PLACE THE QUESTIONNAIRE IN THE

ENVELOPE PROVIDED, SEAL THE ENVELOPE AND PLACE IT IN THE
            MAIL.   NO STAMP IS REQUIRED.