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Full Name of Author — Nom complet de l'auteur

Meryl Anne Cook

Date of Birth — Date de naissance

December 7, 1956

Country of Birth — Lieu de naissance

Canada

Permanent Address — Résidence fixe

5260 South Street,
Apartment 4
HALIFAX, Nova Scotia
B3J 1A4

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Meryl Cook

DUAL-EARNER COUPLE'S SATISFACTION WITH WORK

ON THE JOB AND IN THE HOME

MERYL ANNE COOK

C

Submitted in partial fulfillment of the
requirements for the degree of
MASTER OF SCIENCE

From Saint Mary's University

Halifax, Nova Scotia

Approved:

Victor Y. Tatum
Faculty Advisor

Approved:

John C. Casanova
Thesis Committee Member

Approved:

Peter W. Dodd
Thesis Committee Member

Approved:

[Signature]
Thesis Committee Member

Date:

April 14, 1983

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Abstract

Dual-Earner Couples' Satisfaction with Work
on the Job and in the Home

Meryl Anne Cook

April 8, 1983

The present study examined how satisfied 35 married dual-earner couples were with their work in their place of employment (Job) and in their home (Home). Also of interest was how satisfied each of the partners perceived the other to be in both roles (Job and Home). A secondary purpose was to investigate the usefulness of the Job Description Index (JDI) (Smith, Kendall & Hulin, 1969) for this type of research.

Twenty-six of the couples were selected randomly. Each street in the city of Halifax was numbered, and 25 streets were selected randomly. The streets were then sampled in the order in which they were selected, with houses on a chosen street being sampled from 7:00 to 9:00 p.m.. Nine couples were selected through contacts at various local organizations.

Each couple individually completed (1) a demographic questionnaire, (2) two forms of the JDI, and (3) two forms

of the JDI modified to measure Home job satisfaction. For the Home job satisfaction the Promotion sub-scale was omitted, as it was thought not to apply to household work. Each person in the couple rated their own work (Actual) in their Job and Home, as well as how satisfied they perceived (Perceived) their spouse to be in each situation. The presentation order of all instruments was counterbalanced.

Analysis of Variance indicated a significant difference between Actual and Perceived ratings. In general, couples expressed a higher degree of satisfaction in their Job and Home roles (Actual ratings) than what their partner perceived to be the case (Perceived ratings). An interaction between the Job and Home roles and Sex revealed that although men and women were equally satisfied with their Job, women's satisfaction with the work in the Home was less, while the men's satisfaction was higher.

For Job, the Actual and Perceived ratings were significantly and positively correlated, both for the Total JDI score and for all of the sub-scales (Work, Supervision, People, Pay, Promotion). The relationship between Actual and Perceived ratings of the Home role was not significant for men; it was significant for women only for the Pay sub-scale.

In summary, while the wives and husbands in this study were equally satisfied with their Job, wives were less satisfied than their husbands with the work in the Home. This result may be related to the findings of household labour studies which show that in dual-earner and dual-career couples, the wife tends to carry the bulk of the responsibility for household work.

This study suggests that the JDI is appropriate for examining how satisfied dual-earner couples perceive their spouse to be in their work outside the home. With further modifications, the JDI Home scale may be of potential use in assessing the satisfaction with the work in the Home role for this population.

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Since the 1950's, there has been a dramatic increase in the number of women who are employed outside the home. Additionally, there has been a substantial increase in the proportion of married women who have undertaken employment outside the home. As reported by Menzies (1982), the gap between married and single women's labour force participation rates has narrowed. In 1976, 44 per cent of married women in Canada worked outside the home, compared to a labour force participation rate of 57 per cent for single women. This gap was much wider 25 years earlier; then the labour force participation rate for married women was under 10 per cent, while that for single women, 56 per cent, was comparable to that group's current rate. Menzies states that this gap is expected to continue to decrease during the 1980's.

This increase in the number of married women who work outside the home has resulted in structural changes in the family. Historically, husbands have functioned as the heads of households, and have tended to be the sole 'breadwinners'. The wives, on the other hand, were responsible for the care of the husband and children and for the majority of the household responsibilities. With more wives and mothers working, there has been a change in traditional family relationships. One such change is that wives may no longer serve as a source of support for their

husbands. The wives themselves, now have needs for support for their outside endeavors. They may not always have enough energy (or time) to support their husbands in their careers.

These changes in the structure and nature of relationships in the traditional family have generated many studies that have been concerned with families where both partners are employed outside the home. In this research, the terms "Dual-career Couple", "Dual-worker Couple" and "Dual-earner Couple" have all been used to describe couples where both partners work. These terms are not synonymous.

Dual-Career Couples

"Dual-Career couples" are married couples in which both the wife and the husband pursue jobs which require a high degree of commitment and that follow an ongoing developmental sequence. Since this term was first used in 1969 by Rapoport and Rapoport, considerable attention has been paid to various aspects of the dual-career couple concept.

Dual-Worker Couples

Dual-career couples may have some unique difficulties by virtue of having to juggle two careers. Similar

experiences may also occur for couples where both partners work outside the home but not in pursuit of a career.

Dual-worker is a term commonly used in the literature to describe this latter group.

Dual-Earner Couples

Recently, Aldous (1981) has suggested the use of "Dual-Earner", because dual-worker could be thought to negate the contribution of work by women who work in the home, but do not earn money outside the home. The term Dual-earner couple will be used in this study to describe the population of interest, namely married couples who work outside the home to earn incomes.

The present study sought to establish a framework through which previously neglected areas of research could be addressed. The job satisfactions of 35 dual-earner couples for paid work outside the home (Job) and the work to be done at home (Home) were assessed through the use of the Job Description Index. A distinction was not made between those participants who had careers, as opposed to jobs. The study examined each person's perceptions of their spouse's satisfaction in their dual roles of Job and Home. Of interest was whether people in dual-earner couples could accurately predict the job satisfactions in the Job and Home roles of their partner. Would men and women differ in their

ability to predict their partner's satisfactions, or would this depend on whether the Home or Job role was being evaluated?.

The Job Description Index (JDI) (Smith, Kendall & Hulin, 1969) was used as the measure of job satisfaction for this study. A modified form of the JDI was used to evaluate job satisfaction in the Home role. A secondary purpose of this research was to investigate the usefulness of the JDI for studying the job satisfactions with the dual roles of Job and Home for dual-earner couples.

Review of the Literature

Weingarten (1978) argued that women who work outside the home have essentially two jobs, that of worker and of homemaker. She viewed their employment as a second primary role rather than a secondary role option, because working women and mothers tend to maintain their role as housekeeper and primary caregiver when working outside the home. The conflicting demands that the dual roles of worker and homemaker create for married women and mothers has been extensively examined (Beutell & Greenhaus, 1983; Hall & Gordon, 1973; Nye, 1963; Parry & Warr, 1980; Poloma & Garfand, 1971).

As defined by Kahn, Wolfe, Quinn, Snoek and Rosenthal

(1964), "the most prevalent form of role conflict probably is role overload, in which a variety of legitimate requirements make simultaneous demands" (Lawe & Lawe, 1980, p.193). Presumably the same arguments can be made with regard to married men. Weingarten (1978) questioned whether the husband's participation in the family unit had become, in fact, a second primary role. Unfortunately, most of the studies which explore home-nonhome role conflicts have dealt only with the wives in dual-earner couples. The possibility of home-nonhome conflicts for the husbands in this group has hardly been investigated.

Dual Role Conflicts and Satisfactions

The role of housewife has been compared with that of full and part-time worker for women. The satisfactions and conflicts experienced by women in these roles have been examined. Nye (1963), as part of a larger study which sampled 1,991 mothers of children in grades one and ten (the 'active' parental period) and 265 mothers who had a child who had married within the past two years (the 'post' parental period), investigated the impact of employment on mothers' satisfactions with life. The respondents were asked to indicate their level of satisfaction or dissatisfaction on a 5 point scale from "entirely satisfied" to "entirely dissatisfied" on six questions concerning family income, house and furniture, recreation (including

visiting), relationships with their children, relationship with their husband, their community as a place to live, and their daily work.

Results indicated that mothers who were employed full-time outside the home were more satisfied with their work than housewives. These women were also more satisfied with their daily work than women who were employed part-time. With the exception of marital satisfaction, full and part-time employed mothers were more satisfied than housewives on all of the measures of satisfaction. Nye suggests, as was later supported by Hall & Gordon (1973) that the work of part-time employees is apt to be less rewarding financially, or in terms of status, than full-time employment. It has also been suggested (Hall, 1972) that while some women are able to re-define their expectations to cope with the added role conflict, others may attempt to fulfill the duties of both roles. It may be that women who are employed part-time are more likely to take on both roles, as they have more 'free' time to justify.

In 1973 Hall and Gordon examined the conflicts, pressures and satisfactions of married women. Conflict was defined as "... resulting from two or more pressures" (p.43). Two samples of 109 and 229 married women were obtained from mailing lists of various women's organizations

and women's alumnae clubs, in the New Haven, Connecticut area, and the graduation lists from 1948, 1953, 1958, 1963, and 1968 of the University of Connecticut.

The instrument used was a questionnaire covering marital status, present work activities, work activities preferred, present roles, role conflicts and satisfaction and happiness. Roles were measured by having the respondent list the roles which they viewed as most prominent for them. They were then asked to list any conflicts they might have or were currently experiencing between the various roles. The measure of satisfaction asked, "Overall, how satisfied do you feel with your career?" (Hall & Gordon, 1973, p.43). A five point Likert-type scale varying from Dissatisfied to Extremely Satisfied was provided for the answer.

The women were divided into three groups; Full-time Housewives, and Part and Full-time Workers. The authors predicted that women who were in a certain career by choice would be more satisfied than women in a career that would not necessarily be their first choice. They also predicted greater role conflict and 'related coping' among women who were employed, than full-time housewives, due to the dual roles of worker and housewife of the employed women.

The results of this study indicated that women who

chose to be housewives were significantly more satisfied than full-time housewives who would have preferred not to have been in this role. The hypothesis that the women who were in their 'chosen' career would be more satisfied, was not supported for part or full-time employed women. The women who preferred and did part-time work reported lower satisfaction than the part-time workers who would have preferred the other choices. This is an interesting finding in that more women said they would prefer part-time employment than those who preferred the other two alternatives.

Both groups of working women experienced more conflict than the housewives. The employed women had more conflicts from non-home pressures than housewives. However, the full-time workers were significantly more satisfied than the part-time employed women or the housewives. It is perhaps not surprising to note that for the three groups, home pressures ranked highest under sources of conflict, with non-home pressures being second. While the women who were employed full-time reported being the most satisfied, they also reportedly experienced the highest time pressures. It would seem reasonable to suggest that these time pressures were a result of attempting to cope with the dual roles of full-time worker and housewife.

After comparing the relative merits of the three types of employment (housewife, full and part-time worker), the research then shifts to the effects of women's employment on the family. Research on the husbands is still conspicuously missing from this group of studies. Pitrkowski and Crits-Christoph (1981) investigated the relationship between women's employment and their family adjustment in a sample of 99 women in dual-earner families. Occupational rewards (job status and salary), time at work (hours per week), job satisfaction, job-related mood, marital satisfaction, family relations and positive job mood were investigated using interview data collected by Crosby (cited in Pitrkowski & Crits-Christoph, 1981) as part of a larger study of working women.

Job satisfaction was measured using 3 scales (Intrinsic Job Gratification, Job Security and Positive Job Mood (adapted from the Roseman Mood List)). The Marital Satisfaction scale consisted of eight questions asking about satisfaction with relations with one's spouse and marriage in general. The Family Relations scale included two questions designed to tap feelings about family life in general.

Positive Job Mood was found to be positively related to Marital Satisfaction, Family Relations and Positive Home

Mood for the women in the low status group (as defined by occupation and income). A significant negative relationship was found between Salary and Family Relations for the low status group, but not for the high status women. Pitrkowski and Crits-Christoph (1981) suggest that in lower-income families, a woman's increased salary may threaten her husband's role as 'breadwinner', while in higher-income families a wife's increase in salary may not be seen as a threat, because the husband's salary is that much higher than the wife's. If this were true it would be expected that this would be reflected in measures of Marital Satisfaction. However, this was not the case.

Unlike the low status group, Marital Satisfaction was not found to be related to any of the work measures in the high status group. However, as with the low status group, Positive Job Mood was positively related to Positive Home Mood, as Job Security and Intrinsic Job Gratification were positively associated with Family Relations. An exception to the positive findings for the high status women, was that Positive Job Mood was negatively related to Family Relations.

In explaining the apparent difference between the high and low status groups on the relationship between Positive Job Mood and Family Relations, Pitrikowski and

Crits-Christoph suggest that while a woman's pleasurable feelings about her job may imply continued emotional and intellectual involvement with her work outside of working hours for the high status group, feelings of pleasure about a job that may not be especially interesting, might not imply continued involvement at the end of the day for women in a low-prestige position.

Occupational status and time at work were not found to be significantly related to Family Adjustment. The authors state "The lack of generally significant relationships between work variables and women's reports of their marital satisfaction is noteworthy in light of the emphasis on marital adjustment in the literature on dual-earner families." (Piotrkowski & Crits-Christoph, 1981, p.142).

Studies by Bailyn (1970) and Ridley (1973) found that husband's job satisfaction has more of an effect on the Marital Satisfaction of the couple, while Piotrkowski and Crits-Christoph's study suggests that Family Relations and relations with children are more sensitive to women's job satisfaction.

Division of Household Labour - The Husband's Role

Research on working wives has tended to focus on the effects of work on the wives themselves, or on their

families. Little attention has been paid to the specific effects of their work activities on their husbands. An exception to this one-sided view of dual-earner couples has been the abundance of studies concerned with the sharing of household tasks (including childrearing) in couples where both spouses are employed outside the home. Basically, the results of these studies indicate that the division of labour in the homes of dual-earner couples is not equitable. What appears to happen, is that even though working wives take on extra responsibilities outside the home, husbands in general do not take on a corresponding amount of household duties. This finding has certain implications for the study of dual-earner couples. If couples were to increase the sharing of household work, presumably this would lead to an increase in communication about the Home role. This then might generalize to other areas of the couples' lives. This overall increased communication might as a result alleviate some of the stresses or role conflicts experienced by members of dual-earner couples. In the present study the perceptions each person had of their spouse's satisfactions were measured. It was thought that the Perceived ratings would be a rough indication of the degree of communication the couples had in their Job and Home roles.

While most studies have found that women continue to retain primary responsibility for household duties and child

care (Berk & Berk, 1978,1979; Bryson, Licht & Licht, 1976; Pleck, 1977; Walker, 1970), the amount of household work done by husbands has been found to vary according to;

- (1) the occupation of the wife (Holstrom, 1972; Model, 1981; Rapoport & Rapoport, 1976),
- (2) the wife's employment history (Weingarten, 1978),
- (3) the family size and stage of the family life cycle (Bryson et al., 1976; Nye, Carlson, & Garret, 1970),
- (4) socioeconomic class (Blood & Wolfe, 1960; Ericksen, Yancey & Ericksen, 1979; Schneider & Smith, 1973),
- (5) husband's income (Model, 1981; Hawkes, Nicola & Fish, 1980),
- (6) education of wives (Hawkes et al., 1980),
- (7) wives sex-role ideology (Model, 1981), and
- (8) the difference in income between the spouses (Model, 1981).

As Weingarten (1978) points out, one of the problems in comparing the studies of division of household labour is the different types of measurement that have been used. Some studies measure household work using specific household tasks. The problem then becomes one of "task area comprehensiveness" (p.51). Most studies attempt to define all of the relevant household task areas. Apparently, little work has been done to determine empirically if any differences exist between particular task areas. While the

units of measurement in some studies are the proportions of time spent in specific household duties by each spouse, other studies compare an absolute assessment of time spent in household work.

Findings from this area of research consistently show that the women in dual-earner couples continue to shoulder the major responsibility for household work. This research suggests that what may be more important than the division of household work is the satisfaction of each member of the couple with their dual roles. Based on previous data from household work studies, it was expected that women would be less satisfied with the work done in their Home role, since the women in dual-earner couples tend to be responsible for the majority of the work in the home.

Other Dual-earner Couple Research Related to the Husband

Recently, investigators have begun to study the husbands in dual-earner couples. Burke and Weir (1976) were concerned with the impact that the wives' occupational status had on the couple. Of interest was (a) the degree of stress experienced by the couple in work-related situations, (b) the relative satisfactions, (c) the mental and physical well-being of the couple, and (d) the communication between husband and wife. Their sample consisted of male Professional Engineers, and Industrial and Chartered

Accountants and their wives ($n=189$ couples). Approximately 28% of the wives were employed outside of the home on a full or part-time basis, and 50% of the couples had children. The couples where the wife worked full-time were not significantly different from those where the wife worked part-time.

Two, 20 page questionnaires were sent to each male professional, with one questionnaire to be completed independently by each spouse. The degree of stress was measured with a job pressure scale adapted from those used by Kahn et al. (1964) and Indik, Seashore and Slesinger (1964), and a life pressure scale that was also adapted from Indik et al. (1964):

Relative satisfaction was assessed using marital satisfaction, job satisfaction and life satisfaction scales. Marital satisfaction was measured by a 15 item scale developed by Locke and Wallace (1959). A 12 item Likert-type scale was used to measure job satisfaction. Subjects were asked to indicate "the extent their present job provided an opportunity for such things as 'making full use of my present knowledge and skills', 'earning a good salary', 'having freedom to carry out my own ideas', and 'a job that will last and let me plan for retirement' among others." (Burke & Weir, 1976, p.281). Satisfaction with

life was measured by a 4 item scale on which respondents indicated their level of satisfaction with family and home life, leisure time, life in general, and whether they felt they had basically good or bad breaks in life.

A 19 item scale used previously by Gurin, Veroff and Feld (1960) was used to assess the mental and physical well-being of the couples. The subjects were asked to respond to questions concerning their general well-being, such as ... "How often do you feel irritated or annoyed with the way things are going?" (Burke & Weir, 1976, p.282). All of the above scales used a Likert-type response format. A 17 item semantic differential scale was used to assess communication between the spouses. Questions concerned both perceived importance of communicating, and actual communication with the spouse. This scale had been used previously by Levinger (1964) and Levinger and Senn (1967).

Consistent with previous research (Hall & Gordon, 1973) working wives fared better on measures of mental and physical well-being, satisfaction with marriage and life, and actual communication with their husbands. Working women, however, reportedly experienced as many life pressures as housewives.

Husbands of working women experienced significantly

greater job pressures, scored significantly lower on measures of mental and physical well-being, and were less satisfied with life, their marriage and their jobs. Burke and Weir state that '...they appear to be having more difficulty coping effectively with this pattern of family living.' (p.285). Generalizations from Burke and Weir's (1976) study may be limited. A sample consisting only of professional men and their wives may not be representative of all working couples. Another potential limitation is that the results were not obtained from established measures with adequate normative data. Unfortunately for the purposes of the research reported in this paper, Burke and Weir did not directly compare the job satisfactions of the wives with their husbands.

Bryson, Bryson and Johnson (1978) investigated the relationships between family size, satisfaction and productivity in 196 dual career couples. The subjects in this study were sampled from all members of the American Psychological Association who had claimed the husband/wife credit for membership. Three questionnaires, one for each spouse to be filled out independently and one to be completed by both members of the couple jointly, were mailed out as part of the study.

Their questions addressed domestic satisfaction, job

satisfaction and productivity. Domestic satisfaction was assessed using 4 questions which asked about satisfaction with time available for domestic activities and avocational activities, disagreement about the division of household labour, and satisfaction with the amount of time available to spend with one's family. (Note: Avocational activities were not defined by the authors. They are assumed to refer to leisure time activities).

Job satisfaction was addressed by six questions concerning career development problems stemming from differential achievement of spouses, satisfaction with the rate of professional advancement, opportunity to interact with colleagues, freedom to pursue long-range job goals, regard of colleagues and the amount of time available for professional activities. The two measures of productivity used were the number of articles published and the number of convention papers presented.

Increasing family size was found to have a negative effect on time available for domestic and avocational activities and on job satisfaction. These effects were significantly more pronounced for the wives, which the authors suggest might result from the wives in dual-career couples carrying a disproportionate amount of child care responsibilities.

Family size was also found to influence satisfaction with the rate of professional advancement; wives tended to feel less satisfied as the family size increased. Bryson et al. (1978) noted however, that this effect was marginally significant. Satisfaction with freedom to pursue long range job goals decreased for both men and women as family size increased. Productivity was found to be unrelated to family size for both men and women.

Job Satisfaction of Dual-earner Couples

Job satisfaction studies which have involved dual-earner couples generally explore the effects of the family on the satisfaction of the couple with their work outside the home. Dual-earner couple's satisfactions with their work in the home role has been relatively neglected. The satisfactions experienced by dual-earner couples with the work done in both roles must be considered.

Most studies which have examined the job satisfaction of dual-earner couples have used either global measures of job satisfaction (e.g. Hall & Gordon, 1973; Nye, 1963) or 'ad hoc' measures which were unique or were used only in one study (e.g. Bryson et al., 1976; Burke & Weir, 1976; Hall & Gordon, 1973; Nye, 1963). The job satisfaction of dual-earner couples in both roles must be examined with job satisfaction measures that at least allow the researcher to

be sure that the same concept is being measured.

The Concept of Job Satisfaction

Satisfaction can be defined as "... an affective response of the worker to his job. It is viewed as a result or consequence of the worker's experience on the job in relation to his own values, that is, to what he wants or expects from it. Satisfaction can be viewed as similar in meaning to pleasure." (Smith, 1974, p. 272). Hinrichs (1968) discusses the two conceptual frameworks with which researchers have approached the study of job satisfaction. The first hypothesis is that a worker's feelings about his/her work relationship can be measured by one overall dimension. The second view is that overall satisfaction is composed of a composite of feelings about various aspects of the work role, such as attitudes toward management, pay, the job itself, and so on. Overall satisfaction would then be measured as a combination of ratings on various subscales. Hinrichs states that while global measures of job satisfaction may be useful as broad indices, their utility is limited. He feels "... there is an evident need for research focusing on the components of job attitudes rather than attempting to utilize a global concept of general job satisfaction in trying to understand the dynamics of organizational behavior." (p.502).

Bass and Ryterband (1979), in their chapter on the Rewards of Work conclude that the concept of job satisfaction has many dimensions. They point out that it is not uncommon for workers to be highly satisfied with some aspects of their work, while at the same time feeling dissatisfaction with other phases of it.

Smith, Kendall and Hulin (1969) advocate the use of a multidimensional measure of job satisfaction. They feel a global measure of job satisfaction is inadequate for studies which aim to identify the relationships between the various aspects of the job situation and the worker. They state that "The use of a global measure transfers the problem of weighting from the psychologist to the subject, who must perform this difficult task in an unspecified manner, perhaps decreasing the reliability of his ratings" (p.18).

The Job Description Index

In response to the points outlined above, Smith et al. (1969) developed the Job Description Index (JDI). It consists of 5 scales of satisfaction (Work, Supervision, People, Pay and Promotion) and has been carefully developed and documented (for a full description see; Smith et al., 1969). Each scale contains a number of short descriptors written in a check-list format. The items are balanced for favorable and unfavorable responses to control for response

and acquiescence sets. The scores for each scale are summed to give an overall Job Satisfaction score. The JDI was chosen as the measure of job satisfaction for this study. As previously mentioned, one criticism of the existing research which studies the job satisfaction of dual-earner couples, is that the measures used are generally not well standardized.

The JDI is relatively simple to administer, can be completed in a short period of time and is easily scored. The test consists of a check-list format with short descriptors to enable the administration of the same questionnaire across a wide variety of educational and job levels.

The JDI has been found to relate logically and empirically to other measures. Yeager (1981) states that the JDI is the most widely used measure of job satisfaction today. In a survey of seven of the top management or management-related journals, more than 50% of the studies published between 1970 and 1978 that used non-ad hoc measures of job satisfaction used the JDI. The JDI has been translated into French, German and Norwegian. It has been adapted to other cultures (Chadwick-Jones, Nicholson & Brown, 1982) and to specific occupational groups, for example managers (Warr & Routledge, 1969).

(Note: For a discussion of the dimensionality of the JDI, please refer to Appendix B).

Using the JDI in Dual-earner Couple Research

While researchers have attempted to measure the job satisfaction of dual-earner couples, no studies assessed directly the satisfaction with the work to be done in the home for this population. Rather than create another 'ad hoc' measure of satisfaction, a measure was sought which would allow comparisons of the satisfactions with work in the place of employment and with the work to be done as part of the couple's home role.

Landy and Trumbo (1980), in reviewing the literature on job satisfaction, note that it is often difficult to compare or evaluate studies, as researchers tend to create their own measure of job satisfaction, thereby not allowing meaningful comparisons between studies. As noted previously, this has been particularly true in the case of dual-earner couple research on role satisfaction. Landy and Trumbo advocate the use of the JDI as an instrument to measure job satisfaction. While it is not perfect, it is at least based on a great deal of normative work (p.414-415).

Catano (1980) used the Job Description Index (Smith et al., 1969) and a modified version in which only the preamble

to each scale had been slightly changed to compare the job satisfaction of housewives and working wives. Prior to this study, few researchers had used an instrument for which there was sufficient normative data to compare these two groups. Catano's sample of 120 married women consisted of women from upper, middle and lower class neighbourhoods as determined by property tax assessments. Working wives were defined as women employed outside the home for more than 30 hours per week. Housewives included those women who were not employed, or who were employed only on a part-time basis (less than 30 hours per week).

For both groups Catano's results indicated that the satisfaction with housework and jobs outside the home decreased according to socioeconomic status, from upper to middle to lower class. His study did not reveal a significant difference between the job satisfaction of working wives and housewives. However, the two occupational groups differed in how satisfied they were within the four JDI scales. The housewives were most satisfied with; Co-Workers, Pay, Supervision and Work in that order, while the working wives rated Co-Workers, Pay, Work, and Supervision from most to least satisfied. (Note: The Promotion sub-scale of the JDI was not used in the study).

Catano was concerned that some of the JDI sub-scales

would not be appropriate for use in evaluating the job satisfaction of housewives. In particular, it was expected that the Supervision sub-scale might present problems because of the reference to a husband's supervision of his wife's household work. However, that did not appear to be the case. Catano's expressed concern with the Supervision sub-scale may, however, still be valid. It is possible that dual-earner couples would object to the idea of their spouse as a supervisor of their own household work.

Catano concluded that a modified JDI in which only the preambles to the scales had been slightly altered appeared to be a reasonable method for measuring the job satisfaction of housewives, thereby allowing comparisons with working wives. Based on these findings, a logical extension of this study was to modify the JDI to examine the satisfaction with the work in the home for dual-earner couples.

Purpose of Study

The present study examined the satisfaction of married, dual-earner couples with their work in their place of employment (Job) and in their home (Home). Also of interest was the perception of one partner of the others satisfaction for both their Job and Home roles. A secondary purpose was to investigate the usefulness of the JDI for this type of research.

Research questions which were addressed were;

(1) Do men and women differ with regard to their levels of satisfaction with their work outside the home (Job) and in the home (Home)?

(2) Does knowing the job satisfactions of one partner tell anything about the satisfactions with the Job and Home work of their spouse (and vice versa)?

(3) Will the JDI be appropriate to measure the perceived satisfaction of one's spouse?

(4) Is the Supervision subscale appropriate to the work at Home?

Method

Subjects

Thirty-five married couples (n=35 couples) from Halifax, each of whom worked full-time (more than 30 hours per week), agreed to participate. The 35 couples in this study were married an average of 10.3 years (standard deviation = 8.3) and had an average of 1.0 child below age 19 (standard deviation = 1.4). The average age of the female respondents was 33.5 years (mode = 28 years), while the average age of the males was 35.5 years with two modes at 28 (10 males) and 40 (8 males) years of age.

Although there was a relatively low refusal rate ($n=13$ refusals) there was a large number of incomplete questionnaires ($n=33$) and 7 questionnaires which the researcher was unable to retrieve. Data from a couple was included for analysis only if every sub-scale (18) for both partners was complete. Therefore, from a total of 75 couples who agreed to participate in this study, 33 questionnaires were returned incomplete, 7 were not returned to the researcher, leaving an n of 35 couples who completed their questionnaires in full. On the pretest, the questionnaire took an average of 30 minutes to complete. However, one respondent estimated the questionnaire took him approximately 3 hours to complete.

Data Collection

Selection of couples was random; each street in the city of Halifax was numbered, and 25 streets were selected randomly, using a random data generator in Minitab. The streets were then sampled in the order in which they were selected. Initially, every third house was chosen for inclusion, but due to the large proportion of ineligible households, every house on a chosen street was sampled for a two hour period between 7:00 and 9:00 p.m..

An effort was made to remain with each couple while they completed their questionnaires. However, this rarely

occurred, as most couples stated they would prefer to complete their questionnaires on their own time. The questionnaires were then left with the couple, with a letter (Appendix A) explaining the purpose of the study and instructing them not to discuss their responses with each other until both questionnaires were complete. If one partner was not at home when the researcher visited, a questionnaire and a copy of the introductory letter was left in a sealed envelope with their spouse. When questionnaires were left with a couple, arrangements were made for the researcher to return in 2 to 3 days. The researcher would return to a given house a maximum of three times. To try to insure that both questionnaires had not been filled out by the same person, the handwriting on both copies was compared. No observations were removed as a result of this inspection.

Data was collected in two stages, from March to April 1982 and in August 1982. This occurred because after a thorough check of the data collected in the spring, it was discovered that over half of the questionnaires were incomplete. Because of the difficulty in obtaining a large enough sample, 9 of the completed questionnaires were obtained by the researcher through contacts at various organizations (for example at a local hospital). An effort was made to sample a variety of age groups and occupations.

In addition to this researcher, data was collected by two female undergraduates in the spring and one male interviewer in August.

Instruments

Both members of each couple individually completed (1) a demographic questionnaire (page A-2, Appendix A), (2) two copies of the JDI (Smith, Kendall & Hulin, 1969) to measure each person's own Job satisfaction (Actual), (pages A-3 to A-7) and their perception of the Job satisfaction of their spouse (Perceived), (pages A-8 to A-12), and (3) two copies of the JDI modified to measure Home job satisfaction (Actual, (pages A-13 to A-16) and Perceived (pages A-17 to A-20)), as outlined in Appendix A. The original form of the JDI which was used to measure Actual Job Satisfaction and Spouses Perceived Job Satisfaction consists of 5 sub-scales (Work, Supervision, People, Pay, Promotion). Each sub-scale consists of a list of words. Subjects are asked to write "Y", "N" or "?" in the blank beside each word depending on whether it does or does not describe their situation, or if they cannot decide. To measure Actual Home Satisfaction and Spouses Perceived Home Satisfaction, the preambles to the sub-scales were altered to reflect work in the Home. For the Home job satisfaction the Promotion sub-scale was omitted, as it was thought not to apply to household work.

Each person in the couple rated their own work in their place of employment (Job) and at home (Home). They then redid each, estimating how satisfied they perceived their spouse to be in each situation. The presentation order of the forms was counterbalanced.

Results

Analysis of Variance

The design of this experiment was a 2x2x2 repeated measures within subjects (couples) design. The factors in the design were (1) the differences between the Job and Home roles, (2) Actual versus Perceived ratings of satisfaction, (3) Sex of the respondents. The Analysis of Variance indicated a significant main effect for Actual-Perceived ($F(1,34)=9.6597, p.<.01$) and a Job-Home x Male-Female interaction ($F(1,34)=11.9618, p.<.01$). The Promotion sub-scale was omitted for the Job role in this analysis to allow comparisons with the Home role (which consisted only of the first 4 sub-scales). The Actual-Perceived difference indicates that in general, couples expressed a higher degree of satisfaction in their Job and Home roles (Actual ratings) than what their partner perceived as their level of satisfaction with these roles (Perceived ratings).

Figure 1 shows the interaction the Job and Home

satisfactions as they varied between Males and Females. Men and women were found to be equally satisfied with their Job role. However, when considering the satisfaction with the work in the Home role, women were less satisfied with their work in this role than their husbands.

A 2x2 Analysis of Variance (Actual-Perceived; Male-Female) was conducted for the Job role only. This time, the Promotion sub-scale was included. The results of this analysis support the findings in the 2x2x2 ANOVA. A significant main effect of Actual-Perceived ratings ($F(1,34)=7.8085, p<.01$) indicated that this difference in the 2x2x2 analysis was not due to the omission of the Promotion sub-scale for the Job role.

Correlation Matrix

In order to determine more precisely the nature of these relationships, a correlation matrix was calculated for overall satisfaction as well as each of the JDI sub-scales. Due to the large number of correlations in the matrix (and therefore the possibility of an inflated Type I error rate per comparison) it was necessary to develop a criterion to avoid overinterpreting marginally significant correlations. To do this, the data were randomly split into two halves and a correlation matrix was developed for both halves.

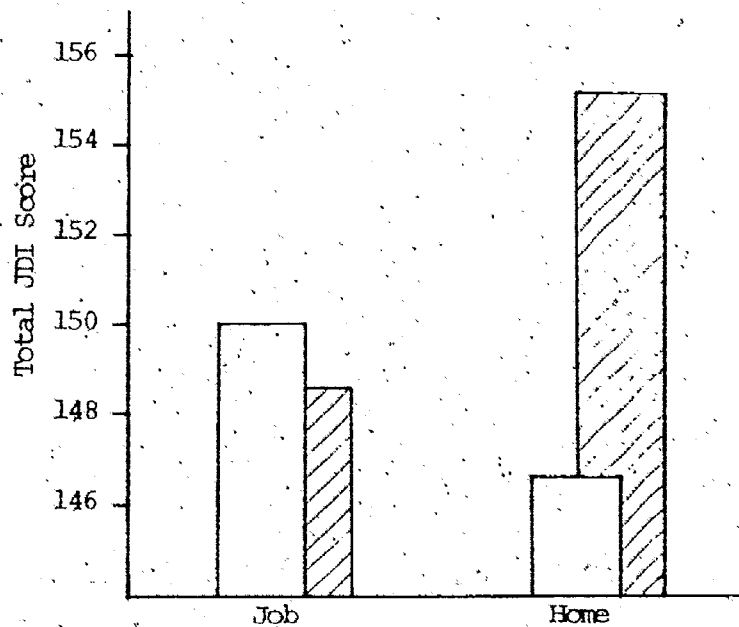
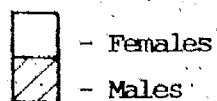


Figure 1. Interaction of Sex by Job - Home Role

Note: Promotion Sub-scale was excluded from this comparison



Results from the overall correlation matrix, which are presented in Table 1 were accepted as significant only if they were supported by split-half reliability correlations. As was expected, for both men and women, the Actual and Perceived overall Job Satisfaction was significantly correlated ($p < .01$) as were all of the sub-scales ($p < .01$). For men, the relationship between Actual and Perceived Home Satisfaction was not significant. While this correlation was significant for women ($p < .05$), it was supported by the split-half only for the Pay sub-scale.

In examining the correlations between Actual ratings of Job and Home roles, the Pay sub-scale was significantly correlated for both men and women. However, the People sub-scale and the Totals were significantly correlated only for the women, as can be seen in Table 2.

Stepwise Multiple Regression

Stepwise Multiple Regression Analyses was conducted using Minitab, the packaged statistical program (Ryan, Joiner, & Ryan, 1976) to determine the best predictors of; Actual Job Satisfaction (Males and Females) and Actual Home Satisfaction (Males and Females). In the Stepwise Regression procedure, Minitab enters and removes variables from the regression equation according to statistical

Table 1

Correlation of Actual and Perceived Satisfaction
Scores for Job and Home Roles (Males and Females)

JDI Sub-scales	JOB		HOME	
	Males	Females	Males	Females
Work	0.486**	0.569**	0.236	0.464***
Supervision	0.769**	0.558**	0.134	0.019
People	0.699**	0.606**	0.230	0.448***
Pay	0.513**	0.451**	0.462***	0.698**
Promotion	0.754**	0.581**		
Total	0.788**	0.694**	0.089	0.352**

* $p < .05$, ** $p < .01$, + not supported by split-half.

Note: Promotion Sub-scale is not given in Home JDI

Table 2

Correlation of Actual Job and Actual Home Satisfaction
Scores for Males and Females.

JDI Sub-scales	Males	Females
Work	0.138	0.052
Supervision	0.039	0.041
People	0.484 ^{***+}	0.675 ^{**}
Pay	0.687 ^{**}	0.566 ^{**}
Total	0.234	0.484 ^{**}

* $p < .05$, ** $p < .01$, + not supported by split-half

criteria which involve the amount of variability accounted for by each predictor variable. An F -statistic is calculated at each step for each variable already in the model, and the variable having the largest F -statistic is added to the equation. This is equivalent to choosing the variable with the largest partial correlation. Not all of the variables are included in the equation, as some may not contribute significantly to the amount of variability accounted for by the predictors.

The ratings of Job Satisfaction as perceived by ones' spouse and the Actual Home Satisfaction (entered in that order) were found to be the best predictors of Actual Job Satisfaction for both Males and Females. For the Males, 67.19 per cent of the variance was accounted for by these two predictors ($R^2 = .6514$). An F test of significance (with R^2 adjusted for degrees of freedom) revealed a significant proportion of the variance was accounted for by Perceived Job Satisfaction and Actual Home Satisfaction ($F(2,32) = 29.88, p < .01$). For the Females, 58.66 per cent of the variance was accounted for ($R^2 = .5866$), which was a significant proportion ($F(2,32) = 20.42, p < .01$). The best gains in prediction were made with these two variables (Perceived Job Satisfaction & Actual Home Satisfaction). Additional predictors added to the equation contributed only marginally.

In predicting Actual satisfaction with work in the Home for Males, his perception of her Home Satisfaction was found to be the best predictor ($R^2=.5033$, $F(1,33)=31.5$, $p<.01$). Like the Males, the best predictor of the Females' Actual Home Satisfaction was the Perceived Home Satisfaction of the Males ($R^2=.47.67$, $F(1,33)=28.27$, $p<.01$). The results of the Stepwise Multiple Regression are presented in Table 3.

Hotellings T^2

A Hotellings T^2 analysis was conducted on the demographic information collected for this study. Two groups (those couples who completed their questionnaires, $n=35$ and those who failed to complete at least one scale, $n=33$) were compared on; number of years married, number of children below 19, the education levels of the males and females, the ages of the males and females, and average age and education for the couples.

The result of the Hotellings revealed there was no overall difference between the two groups ($F(8,56)=.92237$, $p=.50527$). When the univariate and Roy Bargman Stepdown F Tests were examined, they also revealed no significant differences between the groups. Based on this information,

Table 3

Predicting Actual Satisfaction with Job & Home Roles

Sex	Predictor	Var. Entered 1st	Var. Entered 2nd
Males			
	Job	JPM ($R^2 = .6096$)	HAM ($R^2 = .6514$)
	Home	HPF ($R^2 = .4883$)	
Females			
	Job	JPF ($R^2 = .4661$)	HAF ($R^2 = .5608$)
	Home	HPM ($R^2 = .4608$)	

Note: The R^2 values have been adjusted for the number of predictors using the formula:

$$R^2 = 1 - \frac{N-1}{N-g-1} (1 - R^2)$$

where g = the number of predictors in the equation,

and N = the number of scores in the sample.

JPM - Male's Job Satisfaction as Perceived by Spouse
 JPF - Females' Job Satisfaction as Perceived by Spouse
 HAM - Males' Actual Home Satisfaction
 HAF - Females' Actual Home Satisfaction
 HPM - Males' Home Satisfaction as Perceived by Spouse
 HPF - Females' Home Satisfaction as Perceived by Spouse

it can be concluded that those who completed versus those who failed to complete their questionnaires were not significantly different on the demographic measures that were obtained.

Post-Hoc Comparison of Incomplete Scales

The high number of incomplete questionnaires ($n=33$) were examined to determine if any particular scales or sub-scales were creating problems. Because of the design of the questionnaire (i.e. counterbalancing the order of administration of the scales, with the sub-scale order remaining the same) it was not feasible to attempt to quantify the differences in completion rates for the various scales and sub-scales. However, because many of the respondents placed comments on their questionnaires, it was decided to do a rough, post-hoc grouping of the comments. The comments on the perceived ratings of the satisfaction of one's spouse for the Job and Home roles were similar in quantity and content to those provided by the respondents when rating their own roles. Therefore, only the comments on the Actual ratings of the satisfaction with work in the Job and Home roles are reported here.

Actual Ratings of One's Own Job. In rating their own jobs outside the home, one woman commented that she had many supervisors, while one man and one woman stated their work

was not supervised. Also on the Supervision sub-scale, three men stated they were self-employed. Regarding opportunities for Promotion, one woman felt this was not relevant to her situation.

Actual Ratings of One's Own Work at Home. On the Supervision sub-scale, one woman commented that her husband does not supervise her household work, while a second woman stated that this sub-scale was not relevant to her situation. On the same sub-scale, one of the men stated "One never supervises his/her spouse!", while another man stated that he and his spouse worked on their own.

On the People sub-scale, several respondents commented that they did not meet many people at home, or that it was difficult to generalize as they met so many combinations of people. Two respondents (one male, one female) stated on the Pay sub-scale that they receive no income to run the household.

Work was the only sub-scale on the Actual ratings on ones's work at home that was not commented on, perhaps because this appears to be the least ambiguous of the sub-scales.

Discussion

The first of the research questions in the present study addressed the differences between wives and husbands in satisfaction with the work in their dual roles of Job and Home. The results of this experiment showed that the women and men in this sample were equally satisfied with their jobs outside the home. The studies discussed in this paper which report measures of job satisfaction for dual-earner couples did not compare the job satisfactions of the wives with the husbands. Instead, Burke and Weir (1976) compared the satisfactions of wives who worked outside the home versus housewives, and the husbands of working women versus housewives, while Bryson et al. (1978) were concerned with the effects of family size on the job satisfactions of the couple. None of the studies reported in this paper addressed the satisfaction with work in the Home role for dual-earner couples. In the present study, a striking difference was found between the sexes on the Home role. While the men's satisfaction was higher in the Home role than in the Job role, the women's satisfaction was less, as illustrated in Figure 1.

The second research question addressed the ability of dual-earner couples to predict the satisfactions of their

spouse in their Job and Home roles. The best predictors of a person's Actual Job Satisfaction were (1) how satisfied their spouse thought they were in the Job role and (2) their Actual satisfaction with the work to be done in the Home role (in that order). For the Home role, the best predictor of how satisfied a person was in this role, was how satisfied they rated their spouse to be in the Home role.

The third research question was concerned with the utility of the JDI for measuring the Perceived satisfactions in the Job and Home roles. Actual ratings of the Job and Home roles were found to be significantly higher than the spouses' Perceived ratings. This difference cannot be explained by reference to previous research findings, as this is the first time the concept of job satisfaction as perceived by one's spouse has been investigated.

Despite Actual ratings being higher than Perceived ratings, the Actual and Perceived ratings were significantly and positively correlated for the Job role. This occurred for the Total JDI score and all for all of the sub-scales (Work, Supervision, People, Pay, Promotion). The relationship between Actual and Perceived ratings for the Home role, while in the positive direction, was not significant for the men and was significant for the women only for the Pay sub-scale.

The fourth research question addressed the feasibility of modifying the JDI to measure job satisfaction in the Home role. There were a number of difficulties which were encountered with the JDI Home Scale. When the comments from the incomplete questionnaires were examined, the only sub-scale which did not seem to present problems was Work itself. This is in contrast to Catano's (1980) study of housewives and wives who worked outside the home, where even the Supervision sub-scale, which was expected to present difficulties due to the reference to a husband's supervision of his wife's household work, did not present any difficulties. Several participants in the present study objected to the use of the Supervision sub-scale in the context of household work. Perhaps a less offensive title would be Advice from Spouse.

The People sub-scale seemed to be the most confusing of the Home sub-scales. As compared to the Job role, it would seem to be more difficult to describe, in general, the type of people one meets through their role at Home. It is possible that unlike the housewives in Catano's (1980) study where the Home role would be seen as the primary occupation, the couples in this sample would be identifying their work group in their place of employment outside the home. In future studies, researchers may want to consider dropping the People sub-scale from the Home JDI. The final sub-scale

which some participants found difficult to answer was Pay. Perhaps a more appropriate term would be Money Available to Run the Household.

One of the dangers of changing the original scales however, is that the resulting instruments may be no longer comparable. Researchers would have to carefully assess the effect changing the preambles to the sub-scales would have on the comparability between the Job and Home roles. Since the actual check-list items would remain the same, this effect should be minimal.

Further work is necessary to continue to revise and develop the JDI Home Scale. Once this is accomplished, it might be useful to examine the relationships between the JDI Job and Home scales, the division of household labour and measures of adjustment of dual-earner couples. One potentially useful purpose of the JDI Home scale would be for researchers to monitor the satisfaction with the Home role of dual-earner couples as an indicator of whether over time there is a more equitable distribution of household labour.

Implications of the Present Study

At this point, it is possible to pose a few tentative explanations for the findings of the present study. As was

expected, the women in this study were less satisfied with the work to be done in the Home role. This result is consistent with the findings that in dual-career and dual-earner couples, the wife tends to carry the bulk of the responsibility for household work (Berk & Berk, 1978, 1979; Bryson et al., 1976; Pleck, 1977; Walker, 1970). If women do more household work, it might be predicted that they would be less satisfied in the Home role. This would suggest that the women in this sample may have been less satisfied because they did most of the household work and were more likely than their partners to have been experiencing role overload (Lawe & Lawe, 1980). However, since this study did not measure the amount of household work done by the wives and husbands, it must be assumed that this sample would be not unlike the samples cited in the household work studies.

If, as Weingarten (1978) asks, men have begun to consider the home role as a second primary role, it would be expected that they would experience the same degree of role overload as their wives, and therefore might be expected to be as satisfied as their wives with the work to be done in the Home role. Based on the dissimilar findings for men and women in the Home role, it would appear that the husbands in this sample have not begun to consider the Home role as a second primary role.

As previously mentioned, the Actual and Perceived ratings of satisfaction in the Job role were highly related. As well, the best predictor of a persons' Actual Job Satisfaction was their spouse's perceptions of how satisfied they were in this role. Based on these results, it is possible to speculate that the JDI may also be a useful instrument to measure the Perceived satisfaction in the Job role. Additional research should be conducted with a larger sample size to explore further the usefulness of the JDI in measuring Perceived Job Satisfaction.

Actual Home Satisfaction was found to be the second best predictor of Actual Job Satisfaction. However, the Actual and Perceived ratings of the Home role do not seem to relate as well. Earlier, it was discussed that the Perceived ratings might represent indications of the degree of communication between spouses about their Job and Home roles. Based on the results cited in the present study, it would seem that the couples in this sample communicated with each other more for their Job role than their Home role. Another tentative explanation for the differing results in the Job and Home roles, is that perhaps the Home role is less clearly defined than the Job role and therefore spouses are less able to assess their partner's satisfaction with the work in this role. Perhaps dual-earner couples place more emphasis on their work outside the home, and the Home

role is taken for granted. Alternately, the home may be where partners express their frustrations with their jobs, and as a result create the impression of lower levels of job satisfaction.

Limitations of the Present Study

While the sample size in this study is comparable to most studies in this area of research, several comparisons which would have been useful to make were not possible due to the limited number of couples ($n=35$). It might have been interesting to examine the relationships between satisfaction and education, number of children and age of the couples in this sample. Additionally the fact that 33 couples did not complete their questionnaires suggests that generalizations to dual-earner couples be made with caution. The length of the questionnaire and its repetitiveness may have also contributed to the high proportion of incomplete questionnaires. Many participants commented they found the instrument very long and boring.

Although an attempt was made to obtain a random sample, nine of the 35 couples were obtained on a convenience basis. Even though the number of non-randomly assigned questionnaires was relatively small, it is more appropriate to describe it as a convenience rather than a random sample. The only significant difference between the random and

convenience samples, when compared using One-Way Analysis of Variance, was that the Actual Job Satisfaction of the Females in the non-random group was slightly higher. As the women in the convenience sample were mostly university graduates, this difference is not surprising. However, given the disproportionate sample sizes, this finding should be interpreted with caution. Job satisfaction has been found to be positively related to level of education. This tended to have a conservative effect on the results. Therefore, these groups were combined for the analysis.

Summary

Given the limitations of this study, it would seem that wives are less satisfied with the Home role than their husbands, which may be related to the inequitable division of labour in the home. This study suggests that the JDI is appropriate for examining how satisfied dual-earner couples perceive their spouse to be in their work outside the home. Also, although there are problems to be 'ironed out', the JDI may be a potentially useful instrument for assessing the satisfaction with the work to be done in the Home role for this population.

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APPENDIX A

I am doing a study on the job satisfaction of couples.
I would appreciate it if you would take the time to fill out
the enclosed forms. Please do not consult with your spouse
until after your forms have been completed.

I will return on _____
to pick up your completed forms. Thank you for your part-
icipation.

If you have any problems or questions, please do not
hesitate to call me at _____

Meryl A. Cook

Demographic Information

1. Marital Status (Single, Married, Widowed/Divorced, Separated, Commonlaw):

2. Number of years married: _____
3. Number of children: _____
4. Age of children: _____
5. Highest Level of Education - Wife:

6. Highest Level of Education - Husband:

7. Do both people work full-time (more than 30 hours per week) outside the home?
YES _____
NO _____
8. Occupation of Wife:

9. Occupation of Husband:

10. Year of Birth - Wife:

11. Year of Birth - Husband:

Work

Think of your work. What is it like most of the time? In the blank space beside each word given below write "Y" for "yes" if it describes your work. Write "N" for "no" if it does not describe it. Write "?" if you cannot decide.

☐ Fascinating
☐ Routine
☐ Satisfying
☐ Boring
☐ Good
☐ Creative
☐ Respected
☐ Hot
☐ Pleasant
☐ Useful
☐ Tiresome
☐ Healthful
☐ Challenging
☐ On your feet
☐ Frustrating
☐ Simple
☐ Endless
☐ Gives sense of accomplishment

Supervision

Think of the supervision of your work outside the home. How well does each of the following words describe your supervisor? In the blanks below put "Y" if it describes your supervisor. Put "N" if it does not describe him/her. Put "?" if you cannot decide.

____ Asks my advice
____ Hard to please
____ Impolite
____ Praises good work
____ Tactful
____ Influential
____ Up-to-date
____ Doesn't supervise enough
____ Quick-tempered
____ Tells me where I stand
____ Annoying
____ Stubborn
____ Knows job well
____ Bad
____ Intelligent
____ Leaves me on my own
____ Around when needed
____ Lazy

People

Think of the majority of the people you meet in your job. How well does each of the following words describe these people? In the blank beside each word write "Y" if it describes the people you associate with. Write "N" if it does not describe them. Write "?" if you cannot decide.

_____	Stimulating
_____	Boring
_____	Slow
_____	Ambitious
_____	Stupid
_____	Responsible
_____	Fast
_____	Intelligent
_____	Easy to make enemies
_____	Talk too much
_____	Smart
_____	Lazy
_____	Unpleasant
_____	No privacy
_____	Active
_____	Narrow interests
_____	Loyal
_____	Hard to meet

Pay

Think of the pay you receive at your job. How well does each of the following words describe your present pay? In the blank beside each word write "Y" if it describes your pay. Write "N" if it does not describe your pay. Write "?" if you cannot decide.

_____	Income adequate for normal expenses
_____	Satisfactory profit sharing
_____	Barely living on income
_____	Bad
_____	Income provides luxuries
_____	Insecure
_____	Less than I deserve
_____	Highly paid
_____	Underpaid

Promotions

Think of your opportunity for promotion at work. How well does each of the following words describe your opportunity for promotion? In the blank beside each word write "Y" if it describes your situation. Write "N" if it does not describe it. Write "?" if you cannot decide.

- _____ Good opportunity for advancement
- _____ Opportunity somewhat limited
- _____ Promotion on ability
- _____ Dead-end job
- _____ Good chance for promotion
- _____ Unfair promotion policy
- _____ Infrequent promotions
- _____ Regular promotions
- _____ Fairly good chance for promotion

Work

Think of your spouse's work outside the home. What is it like most of the time? In the blank, beside each word given below write "Y" for "yes" if you think your spouse would say it describes his/her work. Write "N" for "no" if your spouse would say it does not describe it. Write "?" if you cannot decide.

_____	Fascinating
_____	Routine
_____	Satisfying
_____	Boring
_____	Good
_____	Creative
_____	Respected
_____	Hot
_____	Pleasant
_____	Useful
_____	Tiresome
_____	Healthful
_____	Challenging
_____	On your feet
_____	Frustrating
_____	Simple
_____	Endless
_____	Gives sense of accomplishment

Supervision

Think of the supervision your spouse receives over his/her work outside the home. How well does each of the following words describe your spouse's supervisor? In the blanks below write "Y" if you think your spouse would say it describes his/her supervisor. Write "N" if your spouse would say it does not describe him/her. Write "?" if you cannot decide.

_____	Asks my advice
_____	Hard to please
_____	Impolite
_____	Praises good work
_____	Tactful
_____	Influential
_____	Up-to-date
_____	Doesn't supervise enough
_____	Quick-tempered
_____	Tells me where I stand
_____	Annoying
_____	Stubborn
_____	Knows job well
_____	Bad
_____	Intelligent
_____	Leaves me on my own
_____	Around when needed
_____	Lazy

People

Think of the majority of the people your spouse meets in his/her job. How well does each of the following words describe these people from your spouse's viewpoint? In the blank beside each word write "Y" if you think your spouse would say it describes the people he/she associates with. Write "N" if your spouse would say it does not describe them. Write "?" if you cannot decide.

_____	Stimulating
_____	Boring
_____	Slow
_____	Ambitious
_____	Stupid
_____	Responsible
_____	Fast
_____	Intelligent
_____	Easy to make enemies
_____	Talk too much
_____	Smart
_____	Lazy
_____	Unpleasant
_____	No privacy
_____	Active
_____	Narrow interests
_____	Loyal
_____	Hard to meet

Pay

Think of the pay your spouse receives at his/her job. How well does each of the following words describe your spouse's thoughts about his/her present pay? In the blank beside each word write "Y" if you think your spouse would think it describes his/her pay. Write "N" if you think your spouse would not think it describes his/her pay. Write "?" if you cannot decide.

_____	Income adequate for normal expenses
_____	Satisfactory profit sharing
_____	Barely living on income
_____	Bad
_____	Income provides luxuries
_____	Insecure
_____	Less than I deserve
_____	Highly paid
_____	Underpaid

Promotions

Think of your spouse's opportunities for promotion at work. How well would your spouse say each of the following words describes his/her opportunity for promotion? In the blank beside each word write "Y" if you think your spouse would say it describes his/her situation. Write "N" if it does not describe it. Write "?" if you cannot decide.

- _____ Good opportunity for advancement
- _____ Opportunity somewhat limited
- _____ Promotion on ability
- _____ Dead-end job
- _____ Good chance for promotion
- _____ Unfair promotion policy
- _____ Infrequent promotions
- _____ Regular promotions
- _____ Fairly good chance for promotion

Work

Think of your work around the house.
What is it like most of the time?

In the blank beside each word given
below, write "Y" for "yes" if it
describes your work at home. Write
"N" for "no" if it does not describe
it. Write "?" if you cannot decide.

_____	Fascinating
_____	Routine
_____	Satisfying
_____	Boring
_____	Good
_____	Creative
_____	Respected
_____	Hot
_____	Pleasant
_____	Useful
_____	Tiresome
_____	Healthful
_____	Challenging
_____	On your feet
_____	Frustrating
_____	Simple
_____	Endless
_____	Gives sense of accomplishment

Supervision

Think of your spouse's supervision of your household work. How well does each of the following words describe your spouse's supervision? In the blank beside each word below, write "Y" if it describes your spouse's supervision. Write "N" if it does not describe your spouse's supervision. Write "?" if you cannot decide.

_____	Asks my advice
_____	Hard to please
_____	Impolite
_____	Praises good work
_____	Tactful
_____	Influential
_____	Up-to-date
_____	Doesn't supervise enough
_____	Quick-tempered
_____	Tells me where I stand
_____	Annoying
_____	Stubborn
_____	Knows job well
_____	Bad
_____	Intelligent
_____	Leaves me on my own
_____	Around when needed
_____	Lazy

People

Think of the majority of the people you meet in your role at home. How well does each of the following words describe these people? In the blank beside each word, write "Y" if it describes the people you associate with in your role at home. Write "N" if it does not describe them. Write "?" if you cannot decide.

_____	Stimulating
_____	Boring
_____	Slow
_____	Ambitious
_____	Stupid
_____	Responsible
_____	Fast
_____	Intelligent
_____	Easy to make enemies
_____	Talk too much
_____	Smart
_____	Lazy
_____	Unpleasant
_____	No privacy
_____	Active
_____	Narrow interests
_____	Loyal
_____	Hard to meet

Pay

Think of the money you receive to run the household. How well does each of the following words describe your present household money? In the blank beside each word write "Y" if it describes your household money. Write "N" if it does not describe your household money. Write "?" if you cannot decide.

- ☐ Income adequate for normal expenses
- ☐ Satisfactory profit sharing
- ☐ Barely living on income
- ☐ Bad
- ☐ Income provides luxuries
- ☐ Insecure
- ☐ Less than I deserve
- ☐ Highly paid
- ☐ Underpaid

Work

Think of the work your spouse does around the house. What is it like most of the time? In the blank beside each word given below, write "Y" for "yes" if you think your spouse would say it describes his/her work at home. Write "N" for "no" if your spouse would say it does not describe it. Write "?" if you cannot decide.

_____	P fascinating
_____	Routine
_____	Satisfying
_____	Boring
_____	Good
_____	Creative
_____	Respected
_____	Hot
_____	Pleasant
_____	Useful
_____	Tiresome
_____	Healthful
_____	Challenging
_____	On your feet
_____	Frustrating
_____	Simple
_____	Endless
_____	Gives sense of accomplishment

Supervision

Think of your supervision of your spouse's work. How well would your spouse say each of the following words describe your supervision of his/her household work? In the blank beside each word write "Y" if you think your spouse would say it describes your supervision of his/her household work. Write "N" if your spouse would say it does not describe it. Write "?" if you cannot decide.

____ Asks my advice
____ Hard to please
____ Impolite
____ Praises good work
____ Tactful
____ Influential
____ Up-to-date
____ Doesn't supervise enough
____ Quick-tempered
____ Tells me where I stand
____ Annoying
____ Stubborn
____ Knows job well
____ Bad
____ Intelligent
____ Leaves me on my own
____ Around when needed
____ Lazy

People

Think of the majority of the people your spouse meets in his/her role at home. How well do you think your spouse would say each of the following words describe these people? In the blank beside each word write "Y" if it describes what your spouse would say about the people he/she associates with in his/her role at home. Write "N" if your spouse would say it does not describe these people. Write "?" if you cannot decide.

_____	Stimulating
_____	Boring
_____	Slow
_____	Ambitious
_____	Stupid
_____	Responsible
_____	Fast
_____	Intelligent
_____	Easy to make enemies
_____	Talk too much
_____	Smart
_____	Lazy
_____	Unpleasant
_____	No privacy
_____	Active
_____	Narrow interests
_____	Loyal
_____	Hard to meet

Pay

Think of the money your spouse receives to run the household. How well does each of the following words describe your spouse's thoughts about his/her present household money? In the blank beside each word write "Y" if you think your spouse would say it describes his/her household money. Write "N" if you think your spouse would not say it describes his/her household money. Write "?" if you cannot decide.

- _____ Income adequate for normal expenses
- _____ Satisfactory profit sharing
- _____ Barely living on income
- _____ Bad
- _____ Income provides luxuries
- _____ Insecure
- _____ Less than I deserve
- _____ Highly paid
- _____ Underpaid

APPENDIX B

The JDI was designed to measure 5 dimensions of job satisfaction - Work itself, Supervision, Co-workers, Promotion and Pay. Recently, there has been some question as to whether there are 5, 7 or 9 significant dimensions. Smith, Smith and Rollo (1974), after a scree test found 7 rather than 5 non-trivial factors in the JDI. Yeager (1981), as part of quality of working life study, sampled 2,261 employees of a U.S.-based soft-goods company. He investigated the JDI in terms of its dimensionality, and the possible need for more than 5 factors, based on Smith et al.'s (1974) findings. His analysis indicated there were 9 dimensions instead of 5 as suggested by the original JDI and 7 as later suggested by Smith et al. (1974). These 9 factors were; ability of supervisor to do his/her job; co-worker's interpersonal relations; challenging work; promotion opportunities; pay; frustration with work; ability of co-workers to do their jobs; interpersonal relations with the supervisor; and fulfillment in work.

The author concludes that the JDI does appear to have more than the original 5 dimensions. Based on the high reliabilities and low correlations between the scales, the author suggests that the 9 scales might be more useful for organizational research because they are more specific.

However, further research is needed to determine if the number of dimensions changes for different sample groups.