

Digitized by the Internet Archive  
in 2012 with funding from  
LYRASIS Members and Sloan Foundation

<http://archive.org/details/comparisonsofocc00moor>

173

COMPARISONS OF OCCUPATIONAL TRAVELERS AND NON TRAVELERS  
WITH MARITAL INTERACTION AND JOB SATISFACTION

by

4.3

BETTY JEAN KING MOORE

B.A., Kansas State University, 1961

---

A MASTER'S THESIS

submitted in partial fulfillment of the

Requirements for the degree


MASTER OF ARTS

Department of Sociology

KANSAS STATE UNIVERSITY  
Manhattan, Kansas

1965

Approved by:

  
Major Professor

LD  
2668  
T4  
1865  
M822  
P 2  
Document

#### ACKNOWLEDGEMENTS

In writing a paper such as the one in the following pages, it is necessary to have the assistance of many interested persons, and such a work could not be completed without their full cooperation.

Although small in scope, this study required the help of many individuals, and the time that they so thoughtfully gave has made the completion of the work possible. My thanks in these few pages is not sufficient enough to express my gratitude.

First and foremost, my appreciation goes to my major advisor, Dr. Wayne C. Rohrer, Professor in the Department of Sociology at Kansas State University, who spent many hours in conference with me over even the smallest details of the work. He also communicated by long distance telephone on several occasions due to the fact that the work was completed in a city in another part of the state. His advice, time, and constant help were invaluable in conducting the research and writing the final drafts.

The entire graduate committee was most helpful, especially Dr. Ralph Dakin of the Department of Sociology who assisted in the planning of the research design. Dr. Ruth Hoeflin, Associate Dean of the College of Home Economics, and Dr. Marjorie Stith, Head of the Department of Family and Child Development, have both contributed to the work as committee members, instructors, and understanding advisors. The manuscript itself has been improved by the comments and criticisms of these persons.

For their consent to allow the use of their tests and batteries, I thank Dr. Robert P. Bullock of the Department of Sociology at Ohio State University, Dr. Jack V. Buerkle, Chairman of the Department of Sociology and Anthropology, Temple University, Philadelphia, and Dr. Robin F. Badgley, Milbank Memorial Fund, New York City, New York. Dr. Buerkle gave special assistance in interpretation of the Marital Interaction Battery.

It is also fitting to recognize the assistance of Dr. Amy Gerling, Acting Head of the Department of Sociology, Wichita State University, whose criticism and advice were most helpful in conducting the research and analyzing the data. In addition, the staff at Ablah Library, Wichita State University, was most cooperative and helpful in granting me special check out

privileges and assisting me in selection of materials.

The support of the officials of the companies used in the sample who contributed the names of their sales forces as well as additional encouragement deserve special mention. Among the most important, if hidden, contributors are the many salesmen and their wives who consented to participate in the study. Their cooperation and enthusiastic interest are an integral part of the work here presented. The author also wishes to thank the interviewers who played an important role in the research process.

Special thanks goes to Charles Dallas and the Rock Island Oil and Refining Company for their contribution in I.B.M. Data processing. Dr. Leslie F. Marcus of the Department of Statistics at Kansas State University also contributed to the final analysis of the data. Appreciation is also extended to Kings-X Incorporated, McMahon Enterprises Incorporated, and First Methodist Church, Wichita, Kansas, for use of their office machines and materials.

Last, but by no means least, I wish to thank many friends and each and every member of my family; including my husband, David, parents, grandmother, and parents-in-law, who worked endless hours to keep our home a safe haven of happiness, assist in the caring of our children, and encourage me in every aspect of this project. Also, special appreciation goes to my son, Gregory, born in 1962 at the beginning of the study, and my daughter, Rebecca, born in 1965, toward the culmination of the work. They both have been angels at my feet, patiently waiting its completion.

## TABLE OF CONTENTS

	Page
ACKNOWLEDGEMENTS . . . . .	iii
LIST OF TABLES . . . . .	vi
LIST OF ILLUSTRATIONS . . . . .	viii
Chapter	
I. THE SUBJECT EXAMINED . . . . .	2
Review of Literature	
II. THE RESEARCH DESIGN . . . . .	23
Formulation of Hypotheses	
Procedural Methods	
The Sample	
Testing Procedure	
III. RESULTS OF THE STUDY . . . . .	30
Results and Analysis	
Testing the Hypotheses	
Discussion and Conclusions	
APPENDIX I . . . . .	39
APPENDIX II . . . . .	75
ABSTRACT . . . . .	97
BIBLIOGRAPHY . . . . .	100



# LIST OF TABLES

Table	Page
I. Occupation Classification, Job Satisfaction Indexes of Five Occupation Groups . . . . .	10
1. Comparison of Age of Non-Travelers, Past-Travelers, and Travelers . . . . .	39
2. Comparison of Age of Non-Travelers, Past-Travelers, and Travelers in Combined Categories . . . . .	40
3. Comparison of Ages of Non-Travelers and Travelers . . . . .	41
4. Comparison of Ages of Non-Travelers and Travelers in Combined Categories . . . . .	42
5. Comparison of Working and Non-Working Wives for Travelers, Non-Travelers, and Past-Travelers . . . . .	43
6. Comparison of Working and Non-Working Wives for Travelers, and Non-Travelers . . . . .	44
7. Comparison of Length of Marriage for Non-Travelers, Past-Travelers, and Travelers . . . . .	45
8. Comparison of Length of Marriage for Non-Travelers and Travelers . . . . .	46
9. Comparison of Educational Level for Non-Travelers, Past-Travelers and Travelers . . . . .	47
10. Comparison of Educational Level for Non-Travelers and Travelers . . . . .	48
11. Comparison of Number of Special Training Courses for Non-Travelers, Past-Travelers, and Travelers . . . . .	49
12. Comparison of Special Training Courses for Non-Travelers and Travelers . . . . .	50
13. Comparison of Length of Employment for Non-Travelers, Past-Travelers, and Travelers . . . . .	51
14. Comparison of Length of Employment for Non-Travelers and Travelers . . . . .	52
15. Comparison of Income for Non-Travelers, Past-Travelers, and Travelers . . . . .	53
16. Comparison of Income for Non-Travelers and Travelers . . . . .	54
17. Comparison of Amount of Travel for Past-Travelers and Travelers . . . . .	55



Table	Page
18. Comparison of Amount of Travel in Combined Categories for Past-Travelers and Travelers . . . . .	56
19. Comparison of Years of Travel for Past-Travelers and Travelers . . . . .	57
20. Comparison of Years of Travel in Combined Categories for Travelers and Past-Travelers . . . . .	58
21. Comparison of Number of Children for Non-Travelers, Past-Travelers and Travelers . . . . .	59
22. Comparison of Number of Children for Non-Travelers and Travelers . . . . .	60
23. Comparison of the Age of the Oldest Child for Non-Travelers, Past-Travelers, and Travelers . . . . .	61
24. Comparison of Age of Oldest Child for Non-Travelers and Travelers . . . . .	62
25. Comparison of Number of Pre-Schoolers for Non-Travelers, Past-Travelers, and Travelers . . . . .	63
26. Comparison of Number of Pre-Schoolers for Non-Travelers and Travelers . . . . .	64
27. Comparison of Job Satisfaction Scores with Non-Travelers, Past-Travelers, and Travelers . . . . .	65
28. Comparison of Job Satisfaction Scores with Non-Travelers and Travelers . . . . .	66
29. Comparison of Job Satisfaction Scores with Amount of Travel Required by Travelers . . . . .	67
30. Comparison of Marital Interaction Patterns for Non-Travelers, Past-Travelers and Travelers . . . . .	68
31. Comparison of Marital Interaction Patterns for Non-Travelers and Travelers . . . . .	69
32. Comparison of Combined Male Dominant and Female Dominant Interaction Patterns for Non-Travelers, Past-Travelers and Travelers . . . . .	70
33. Comparison of Combined Male Dominant and Female Dominant Interaction Patterns for Non-Travelers and Travelers . . . . .	71
34. Comparison of Marital Interaction Patterns with Job Satisfaction for the Entire Sample Population . . . . .	72

## LIST OF ILLUSTRATIONS

Figure	Page
1. One of the Simulated Conflict Situations as Presented in the Yale Marital Interaction Battery . . . . .	20

THE TEXT

Comparisons of Occupational Travelers and Non Travelers  
with Marital Interaction and Job Satisfaction

## CHAPTER I

### REVIEW OF LITERATURE

Recent developments in family research have included a trend toward studies of effects of certain occupational situations upon the family system. The woman's employment outside the home has received much attention since the late thirties. Later, Reuben Hill studied the effects of the stress of war separation on families and emotional readjustments after reunion. The effects of war separation on pre-school children through doll-play aggression were investigated by Sears and Pintler. As late as 1959, David B. Lynn and William L. Sawry discussed the effects of father-absence on Norwegian children. More recently, studies in industrial sociology have mentioned the family in relationship to personnel problems. The level of organization or disorganization of a family, particularly the marital partners, has come to be recognized as an important factor when considering the problems of an employee, whether he be an executive or a laborer. Personnel departments have found it to their advantage to interview the wife of a prospective employee before his final consideration. Furthermore, the role of the wife has received attention, as in Margaret L. Helfrich's study dealing with the generalized role of the executive's wife.<sup>1</sup>

As mentioned above, one of the earliest studies concerned with occupational demands as they relate to the family was that of Sears and Pintler which concerned the effect of war separation on pre-school children. The purpose was to find if there was any difference in aggressiveness of children separated from their fathers compared to children whose fathers were present in the home. Aggression was measured through doll play sessions of two groups of matched pre-schoolers, one with the father present and one with the father absent. The sample included a total of 126 nursery school children.

---

<sup>1</sup>Margaret L. Helfrich, "The Generalized Role of the Executive's Wife," Marriage and Family Living, XXIII (November, 1961), pp 384-387.

The purpose was directed toward discovering uniformities in the children's reactions to the changed instigation consequent on their father's absence with an emphasis on sex typing. Only aggressive actions were recorded which limited the scope of emotions, but it was felt that sufficiently revealing facts would emerge from such a limitation to enable some conclusions to be drawn.<sup>2</sup>

The results of the study supported its two primary hypotheses. The Inhibition Hypothesis stated that girls are generally less aggressive than boys due to less tolerance on the part of the mother of aggressive behavior in girls. When the father is absent, the primary training of both sexes comes from the mother, thus inhibition of aggressive behavior develops in boys as well as girls. The Sex Typing Hypothesis indicated that the father serves as one of the most important models for the young boy. Thus, without the father, the boy models his behavior after the mother and other persons who enter his orbit. Since at younger ages, the child's contact with such models is more limited, according to these authors, the boy has an even greater opportunity to model after his mother than in later years.

The aggression that did appear in girls was attributed to an oedipus complex stemming from the absence of the father and more conflict with the mother. It was indicated that when the father was present, he served as a more aggressive model; thus, the father-present boys showed greater aggression toward the father and toward the self doll than the mother doll, whereas the boys from father-absent homes showed equal aggression, when aggression was displayed, toward both parent dolls. Whatever the direction of aggression, the boys from the father-absent homes portrayed much less fantasy aggression than boys from father-present homes.<sup>3</sup>

More recent research on the subject of father-absence has dealt with absence due to occupational choices. Although the following study was conducted

---

<sup>2</sup>R.R. Sears, M.H. Pintler, and P.S. Sears, "Effect of Father-Separation on Pre-School Children's Doll Play Aggression," Child Development, XVII (May, 1946), p 222.

<sup>3</sup>Ibid., pp 236-240.



in Norway, its results lend themselves to consideration and could very well be expected of children in America. The study was conducted in 1956 by David B. Lynn and William L. Sawry, both of the University of Colorado. The sample included eighty mother-child pairs from several neighboring small towns in a typical sailor district in Norway. In forty of the pairs, the father was away as a sailor (all were officers) from nine months to two years with infrequent and irregular periods at home. The other forty pairs constituted a control group with the father present and participating in a similar status occupation such as supervisor, shop owner, high civil servant, or office manager. A Structured Doll Play test was used on the children which was similar to the instrument used in the Sears, Pintler study except that in this case the child was given eighteen family situations to resolve. In addition, the child was asked to draw a picture of the family. The mothers were administered a semi-structured interview which included sixty questions concerned with mother-child relationships, father-child relationships, the child's maturity level, and his peer adjustment.<sup>4</sup>

The general hypothesis of the study was concerned with the separate and differential effects of father-absence on boys and girls, inferring that it would effect boys and girls differently. It was felt that the direct effects of father-absence were more damaging to a boy's development than a girl's, for girls still have the same sex parent as a model while the boys do not. The results supported this hypothesis as well as the more specific predictions of the study. For example, more father-absent boys showed immaturity than father-present boys while girls from both groups showed no statistical difference in maturity. Due to insecurity in identification with the father, the father-absent boys showed stronger striving toward father identification. Furthermore, father-absent boys reacted to insecure masculine identification with compensatory masculinity, and father-absent boys had a poorer peer adjustment than father-present boys or father-absent girls. The father-absent girls, threatened by the absence of one parent, became more dependent on the mother than the

---

<sup>4</sup>D.B. Lynn, W.L. Sawry, "Effects of Father-Absence on Norwegian Boys and Girls," Journal of Abnormal Social Psychology, XVI (1959), pp 258-260.

father-present girls.

When the mothers of the two home types were compared, it was found that the mothers in father-absent homes led less active social lives, fewer worked outside the home, a larger proportion tended to be overprotective, and a larger proportion tended to stress obedience and politeness as contrasted to happiness and self realization.

The findings of the study were considered to result primarily from the indirect effects of father-absence, mediated by the fact that this father-absence constituted husband-absence for the wife-mother. The mother's reaction was reflected in her treatment of the child, and the child, in turn, reacted to this treatment with the behavior found in those children in the study from father-absent homes.<sup>5</sup>

The above study indicates results similar to those in the observations of war-separated children. One notices that in both cases the father was away for at least nine months. It is recognized that such research could include the type of occupation which requires the father to be away from home, but only for the period of a few days, weeks, or months, which is the case with many American occupations.

Furthermore, in these studies only brief mention is made of the mother and father as a pair. One notes that in the Norwegian study, the mother is given an interview which concerns questions about the mother-child, father-child, and peer-child relationships but none about the father-mother relationship. Although the knowledge gained about the child's development is of importance, it is the writer's feeling that the development of the child depends a great deal upon the condition of the relationship between the mother and the father. With this in mind, a look at research involving the husband-wife relationship seems appropriate.

The earliest study conducted concerning the husband-wife relationship as effected by the absence of the husband was that of Reuben Hill, undertaken during the war years. "Families Under Stress" dealt with the emotional adjustments necessary in the crisis situation of separation as well as readjustments

---

<sup>5</sup>Ibid.



necessary upon the husband's return home.

After conducting research with over 1,000 families involved in war separation situations, separation due to illness, separation caused by desertion, and separation caused by death, Hill typed several kinds of dismemberment including war separation as one type. The theory of this study as well as others conducted during this time was not so much concerned with events of crisis but the fact that crisis comes as a result of how the family reacts to the event. The process followed a sequence beginning with A (the event) interacting with B (the family's crisis meeting resources) interacting with C (the definition the family makes of the event) then producing X (the crisis). The event was regarded as a force outside the family whereas elements B and C were considered to lie within the family and their ability to create or prevent a crisis depended upon the adequacy or inadequacy of family organization and coherence.

Adjustment to crisis included individual adjustment as the first dimension or adjustment, dyadic adjustment (adjustment of husband and wife) as the second dimensional adjustment, and the plurality of inter-relationships as the third dimensional adjustment. Furthermore, families were considered to be at a certain level of organization before the crisis causing event occurred. At the time of the event a sharp decline in organization is noted and then as adjustment takes place, a new level of organization is reached.<sup>6</sup>

A beginning of the study of roles and role relationships is seen in this early consideration of adjustment to certain family situations. It is stated that "...Adjustment to crises which threaten the family depends upon the adequacy of role performance of family members."<sup>7</sup> The authors go on to explain that one major effect of crisis is that it causes a change in role patterns and role expectations shift, thus the family finds it necessary to work out different patterns of role relationships.

The study of role and role patterns in marriage has become much more popular since Hill's brief mentioning of it and its relationship to adjustment

---

<sup>6</sup>Reuben Hill, Willard Waller, The Family, A Dynamic Interpretation (New York, New York: Dryden Press, 1951), pp 463-464.

<sup>7</sup>Ibid.

to crisis during the war years. Role patterns have become an area of investigation when studying family solidarity and the successful marriage. William Lloyd Warner in "Big Business Leaders in America" devotes two chapters to the discussion of the role of the wife of a successful business leader, along with considerations of their social and economic backgrounds and personalities. His data include personal answers from interviews with husbands and life stories told by wives, in addition to personality tests given to wives and their results. He classified the role of the wife of a business executive into four categories, the first of which was termed the family centered role. This kind of woman limits her interests and activities to being wife, mother, and manager of the home. She knows little or nothing about her husband's job and has minimal relationships with his business associates and their wives. Her social life includes immediate friends only. The wife assuming this role can provide a "safe haven" for her husband, but if the isolation is carried too far, she may be a detriment to her husband's progress. Furthermore, her husband may have broadened his scope from the simplicity of their early marriage while the wife has remained the same. In this case the husband may begin to feel that his wife is not an adequate partner for him.

The second type of role followed by the successful wife was termed community centered. This woman is usually a wife and mother, but also a hostess to guests necessary for her husband's advancement. She is active in civic, philanthropic, and social affairs and devotes much time to these endeavors. This role can be most helpful to the husband when played along with the family centered role.

The active business participant was the third type of classification. In this case the wife may enter into full discussion and comment about her husband's business problems. She may actually work on the job itself. This kind of wife may or may not fulfill the first and second roles.

The professional woman, one holding a job separate from that of her husband, is the fourth type mentioned. She may or may not be helping her husband advance. She may be too egocentric, or on the other hand, she may be adequate in all roles. Some women assume this role in the early years of their husband's

career and then drop it as the husband achieves success.<sup>8</sup>

In commenting on the frequency of the above roles, Warner states that the wife who is heavily engaged in the civic affairs and social life of the community is most frequent. The business consultant type is rare and the career woman seldom appears although these types of marriages usually occur later; often both have been divorced from previous marriages. The personal needs of the husband may be such that the family centered wife is most adaptive and indeed the only kind some men can tolerate. The role most likely to be adaptive when played well is that of social and civic combined with the family centered one.

In Warner's concluding remarks on this subject, he mentions an attitude on the part of successful women which is interesting to note in view of the problem here being examined. "Successful wives ... are not much involved in the career versus wife problem which concerns so many American women. On the contrary, they can deeply value their roles as women, feeling that the most advantageous and safest place to play this role is as the wife of an admiring and devoted husband."<sup>9</sup>

It is obvious from the above review of research that the importance of family relationships and development in relation to the occupational demands of the husband is receiving more attention in the field of social research. From a beginning interest in the effects of father-absence on children, following a concern for the adjustment of the family to separation caused by service in the armed forces, this area of research has now developed into an interest in effects of modern occupational demands upon the family. This writer is specifically interested in the type of occupation which requires the husband to be out of town for various periods of time and how this requirement effects the marriage relationship.

In light of the problem to be investigated in this presentation, the

---

<sup>8</sup>William Lloyd Warner, *Big Business Leaders In America* (New York, New York: Harper and Bros., 1955), pp 120-123.

<sup>9</sup>Ibid.



effects of occupational demands on family relationships, it would seem that one factor of importance should be examined separately. If occupational demands effect marital interaction, is the relationship due to the job itself or to whether or not the individual is satisfied with that job? The examination of such a factor has become quite paramount in industrial research, but not necessarily in relationship to the family. Early studies focused on absenteeism and productivity, with a desire on the part of management to find new incentives for the working man. Studies of numerous industries revealed the importance of the worker as a person, his relationships with other workers, and his attitude toward the company. An examination of social relationships then became the trend in industrial sociology.

The realization that the worker's informal social relationships were an important factor in determining his behavior could have been inferred from the work of early sociologists. . . . However, the first concrete demonstration of this in an industrial setting came in the studies of Elton Mayo and his Colleagues at the Hawthorne Plant of Western Electric, carried out in the years 1927-1932. To a considerable extent, the Hawthorne studies have set the pattern for many recent investigations of social phenomena in industry. . . . These studies form a basic source for industrial social psychologists.<sup>10</sup>

As mentioned above, the relationship of family life to job satisfaction has only received borderline attention in sociological investigations. In 1948 this relationship was examined on the basis of family background by two social psychologists, Friend and Haggard. In their study an elaborate psychological analysis was made of men and women who came to a counseling center from 1933-1944 in search of guidance. Through a questionnaire and the attainment of detailed life histories, a comparison was made between two groups, one with high job adjustment and one with low job adjustment. They found that those with a high job adjustment tended to come from closely knit, strongly unified families with much affection for the fathers whereas those with a low job adjustment tended to come from relatively disorganized families with antagonism to an extreme degree toward the father and siblings. In their psychological interpretation they pointed out that the person dissatisfied with his

---

<sup>10</sup>Frederick Herzberg, et al., Job Attitudes, Review of Research and Opinions (Pittsburgh, Pennsylvania: Psychological Service of Pittsburgh, 1957), pp 151-152.

job relives in his work the family situation in which he resented parental authority and rivaled siblings.

Although the above study has recognizable limitations, it is cited by Herzberg in his extensive review of research on job satisfaction as the only study dealing with this relationship.<sup>11</sup>

As noted previously, worker productivity was an early factor investigated in industrial research. Recent studies which have dealt with the factors which might significantly relate to job satisfaction have examined productivity. The extensive work done at the Survey Research Center at the University of Michigan has revealed that productivity is not directly related to satisfaction.

Results. . . in this book, and those in previous volumes, suggest that satisfaction with one's job, one's pay and status, and with the organization in which one works does not lead directly to high productivity. Those who are happiest are not necessarily those who turn out the most work. The relationship between satisfaction and productivity is far more complex.<sup>12</sup>

Researchers in this field are constantly searching for significant factors which might relate to job satisfaction, some of which have consistently been discovered as being important. One of these is that of education. Educational level seems to be related directly to job satisfaction in all studies and has become a crucial variable when relating satisfaction to other factors.<sup>13</sup>

Another significant variable related to job satisfaction is that of occupational level. Comparisons of occupational groups show that the more skilled the vocation, the more its members enjoy their jobs. In a 1935 study of 500 teachers, R. Hoppock discovered that 90% liked their work whereas a study of 309 workers in a small Pennsylvania town showed greater dissatisfaction with work occurred among unskilled laborers while the greatest satisfaction occurred in the professional groups. In 1939, Super concluded from research that the amount of upward mobility was of little importance, but the direction of the

<sup>11</sup>Ibid.

<sup>12</sup>Nancy C. Morse, Satisfaction in the White-Collar Job (Ann Arbor, Michigan: University of Michigan, 1953), p 3.

<sup>13</sup>Herzberg, loc cit., p 54.

change had a great deal to do with job satisfaction.<sup>14</sup> Kornhauser's breakdown of five occupational groups is a prime example of this relationship. It is shown here in Table I.

TABLE I  
OCCUPATION CLASSIFICATION  
JOB SATISFACTION INDEXES OF FIVE OCCUPATIONAL GROUPS

Occupational Classification	N	Mean Index
Unskilled Manual . . . . .	55	401
Semiskilled . . . . .	74	483
Skilled Manual, White Collar . . . . .	84	510
Sub-professional, Business, and Minor Supervisory . . . . .	32	584
Professional, Managerial, and Executive . . . . .	23	560

\*Arthur Kornhauser, et al., Industrial Conflict (New York, New York: McGraw Hill, 1954), p 91.

It is interesting to note when considering the above table, that the sub-professional, business, and minor supervisory occupations revealed the second highest job satisfaction indexes.<sup>15</sup> This agrees with more recent research which compares occupational level with type of work. In Nancy Morse's extensive investigation of white collar workers, it was discovered that the intrinsic job satisfaction score was significantly related to the type of work required of the employees. Furthermore, the type of work proved to be the single most important determinant of liking for the work itself. Only 7% of those in high level technical work were found to have low satisfaction

<sup>14</sup>Arthur Kornhauser, et al., Industrial Conflict (New York, New York: McGraw Hill, 1954), p 91.

<sup>15</sup>Ibid.



scores while 41% of those in repetitive clerical work had low satisfaction scores. In addition, decision making, variety of work, and skill were aspects of the type of work which related directly to job satisfaction.<sup>16</sup>

The consideration of income as a significant factor has yielded various results. In general, it is contended that the more money earned, the more wanted; however, the higher the income, the more satisfied the individual is with small percentage increases. Both income, and occupational level are related to the individual aspirations and goal achievement which further complicates any direct relationship to job satisfaction.<sup>17</sup>

Security consistently ranks as a most important factor when studying job satisfaction. It is defined as ". . . those features of the job situation which lead to assurance for continued employment, either within the same company or within the same type of work or profession."<sup>18</sup> This factor most commonly appears as a reason for satisfaction, but is seldom mentioned as a reason for dissatisfaction. Furthermore, it has been discovered that factory workers rank security as more important than office workers rank it.<sup>19</sup>

As mentioned earlier, social factors related to an individual's work have been examined extensively in industrial research. As a result of the recognition of informal social structures within an organization, reorganization of the formal administrative structure has occurred. An example of this is in J.C. Worthy's research with Sears Roebuck and Company.<sup>20</sup> Recent research has extended the examination of social factors into community associations.

Workers' behavior is determined by sentiments and attitudes as well as by economic self-interest. The factors molding or shaping these sentiments are to be found in the social pressures and influences of the formal organizational structure, its culture and status systems; the informal

<sup>16</sup>Morse, loc. cit., pp 55-60.

<sup>17</sup>Herzberg, Job Attitudes, Review of Research and Opinions, p 55.

<sup>18</sup>Ibid., p 41.

<sup>19</sup>Ibid.

<sup>20</sup>J.C. Worthy, "Organization Structure and Employee Morale," American Sociological Review, XV (April, 1950), p 174.



structure of the work group, its culture and status systems; and in the community associations of the employee.<sup>21</sup>

Recognizing that job satisfaction is a significant variable in any occupational study to be undertaken, it is further necessary to define satisfaction as well as determine how it can be measured. Robert P. Bullock offers an extensive definition of this phenomenon; after careful consideration of its aspects, he concludes that " . . . job satisfaction is not necessarily synonymous with interest nor with morale but is rather an evaluation of one's job and the employing company as contributing suitably to the attainment of one's personal objectives."<sup>22</sup>

On the basis of this definition and through the scientific processes of scale construction, Bullock has developed a ten item Job Satisfaction Scale which includes evaluations of the employing organization, the job itself, and the respondent's own position in the work group. The alternative responses listed are on a continuum assumed to be indicative of dissatisfaction. Nine of the items contain five responses which are arbitrarily assigned values of one through five, with the lowest value representing least satisfaction and the highest value representing the greatest satisfaction. The tenth item asks the respondent to indicate his response on a horizontal line which is also weighted from one to five for intensity of satisfaction. The job satisfaction score is derived by summing the individual values of responses checked with a possible maximum score of fifty and minimum of ten.<sup>23</sup>

In addition to the initial job satisfaction scale, Bullock developed in the same study a supplementary social factor questionnaire. Tentative questionnaires were submitted to the sample group and items were then evaluated individually for association with high or low scores on the Job Satisfaction

---

<sup>21</sup>Robert P. Bullock, Social Factors Related to Job Satisfaction, A Technique for the Measurement of Job Satisfaction ("Bureau of Business Research," No. 70; Columbus, Ohio: Ohio State University Press, 1952), p 5.

<sup>22</sup>Ibid., p 7.

<sup>23</sup>Ibid., p 8.

Scale. Items showing a statistically significant association with the Job Satisfaction Scale scores were then scored quantitatively and grouped in composite scales to serve as supplementary measures of job satisfaction.<sup>24</sup>

From the above review of research it is apparent that job satisfaction is of crucial importance when considering occupational relationships. Although the factors related to the level of job satisfaction are numerous and complex, some consistencies exist as to the significant variables to consider when studying this phenomenon. Furthermore, social psychologists such as Bullock have developed reliable, pretested measures of job satisfaction supplemented with social factor indexes related to the individual's work.

Before considering specific variables such as job satisfaction and occupational demands and their effects on the marital relationship, it is well to investigate research which has dealt with other factors claimed to be important in effecting marital stability. The success or failure of inter-faith marriages has been one subject of investigation since the early history of studies on marriage. In 1949, Judson T. Landis gained the histories of 4108 families from students enrolled in family courses at his university and related these histories to the mixed religion factor. He found that the divorce rate was highest of all in marriages of a Catholic man to a Protestant woman. The factor making for the most disharmony in a Catholic-Protestant marriage was the religious training of the children. As in the case of the divorce statistics, the problems were more serious where the mother was Protestant than where the father was Protestant. In drawing conclusions from results of the study, Landis states;

Marriages between Catholics and Protestants entail more hazards than do those between members of one faith. Although couples discuss before marriage the problems arising from religious differences, they can find no final solution to the problems and the differences do not usually decrease with the passing of time after marriage.<sup>25</sup>

Other studies have related prediction of success or failure of marriage

---

<sup>24</sup>Bullock, Social Factors Related to Job Satisfaction, p 8-11.

<sup>25</sup>Judson T. Landis, "Marriages of Mixed and Non-Mixed Religious Faith," American Sociological Review, XXIV (June, 1949), p 401.

to the mixed religion factor.<sup>26</sup> Although studies have used different methods and approaches to the problem, there is consistency in the conclusions, that being a negative relationship between inter-faith marriages and marital outcome. A 1961 study infivdually matched couples taken from the Midtown Mental Health Survey on eleven premarital variables. Couples of inter-faith marriages were then compared to couples of the same faith. Attitude tests and interviews were administered. Results showed that in the Catholic inter-married group there was a significantly greater amount of dissatisfaction scores than in the Protestant intermarried group. Furthermore, when comparing the Catholic same faith group to the Catholic inter-faith group, the inter-faith group outcome was consistently poorer.<sup>27</sup>

Another condition, briefly mentioned in the introduction, has received constant attention by social scientists in family research since its early history - that of the employment of the wife or mother outside the home. Although early studies tended to discover negative relationships between the employment of the mother and family life, child development, and marital stability, more recent research is somewhat contraversial. An analysis by Lee G. Burchinal in 1961 tends to disagree with previous ideas of the negative effect of the mother's employment on the children's personality and family life. However, other studies have pointed out the need to consider the complexities of family life and other variables that might effect this relationship. In one such study, Kathryn Summers Powell states the following:

While in the light of recent sociological investigation some of the assumptions of the harmful effects of maternal employment have not been supported, many students of the family believe that the consequences of maternal employment are 'an intricate complex of influences and experiences.'<sup>28</sup>

The above author then approached the problem with a multiphasic analysis approach. She compared a sample of employed and non-employed mothers in three stages of the family cycle to five variables; emotional adjustment of children,

---

<sup>27</sup>Jerold S. Heiss, "Interfaith Marriages and Marital Outcome," Marriage and Family Living, XXIII (August, 1961), pp 228-233.

<sup>28</sup>Kathryn Summers Powell, "Maternal Employment in Relation to Family Life," Marriage and Family Living, XXIII (November, 1961), p 355.



maternal child-rearing attitudes, maternal perceptions of marital adjustment, rejection of the home-making role, and performance of household tasks. Reliable personality tests and attitude surveys were administered. It is interesting to note that results of this investigation lend support to previous studies which have indicated a relationship between maternal employment and marital conflict. Also a relationship existed between employment of the mother and change in performance of household tasks which would suggest an effect on role performance of the husband and wife.<sup>29</sup>

Other recent research has emphasized the attitude of the husband as a significant factor in relation to the employment of the wife. In criticizing a study by M.J. Locke in 1949 which found no significant differences in marital adjustment scores between working and non-working wives, Gianopulos and Mitchell pointed to the lack of consideration of the husband's attitude toward this condition. They sampled three matched groups from the Marriage Council of Philadelphia, one in which the wife worked and the husband disapproved, one in which the wife worked and the husband approved, and one in which the wife was not employed. One part of the revised Marital Adjustment Scale was administered, this being a section concerning perceived areas of marital conflict. Results revealed that in all areas of disagreement, the disapproving husband group perceived the greatest amount of conflict of the three groups compared. The predominant conflict was in the domestic-economic field. Furthermore, the greatest discrepancy of perception of what the conflict was about was in the disapproving husband group.<sup>30</sup>

Numerous other variables have been examined in relation to marital stability; others most frequently studied include mental health, economic status, education, and the family background of each spouse. It is interesting to note that education is considered to be directly related to marital stability. Economic status and education are usually controlled in some manner regardless of the dependent variable being tested. A thorough examination of

---

<sup>29</sup>Ibid., pp 352-353

<sup>30</sup>Artie Gianopulos and Howard E. Mitchell, "Marital Disagreement in Working Wife Marriages as a Function of Husband's Attitude toward Wife's Employment," Marriage and Family Living, XIX (November, 1957), pp 373-378.

possible influences on a condition to be studied is a necessity in valid social research, for this is one of the few means of control when analyzing social relationships.

Previous paragraphs have concerned relationships of various factors to marital stability, marital solidarity, or marital happiness. In order to study the condition of the marriage relationship it is necessary to define what is meant by such phrases as marital stability, adjustment, or happiness. As in every area of social research, differences of opinion exist as to definition of these terms. Marital stability or solidarity, when used as a term in this presentation will refer to the condition of the marriage relationship in terms of the closeness of a couple or their compatibility as a couple as manifested in or measured by certain criteria deemed reliable as an objective and reasonable measure. Early studies compared two extremes, couples who were divorced as opposed to those who stated that they were "happy". Later, various degrees of happiness began to be considered. In reviewing research that existed up until 1955, Harvey J. Locke and Ernest W. Burgess cited six criteria used to measure marital success in one or more studies; permanence of marriage, happiness of husband and wife, satisfaction with marriage, sexual adjustment, marital adjustment, and integration of the couple. After analyzing and criticizing these, they conclude that if one single criterion is used, adjustment is probably the most satisfactory " . . . at the present time."<sup>31</sup> However, they recognize that even though adjustment may be made to a marriage or a marital partner, it does not mean that the husband and wife will be particularly happy, that the union meets social expectations, or that the personalities will have a chance to develop.<sup>32</sup>

Recent studies in marital interaction have focused on role interaction theories rather than attitude and background scales. According to A.R. Mangus, the major tenets of the role theory are as follows:

Human conduct is organized and directed in terms of social acts or roles. Roles are defined as patterns of actual or expected conduct of various types. The internalized role expectations which converge in the attitudes of the individual constitute the elements of that individual's social self. . . . The social self as an organization of internalized

---

<sup>32</sup>Locke, loc.cit., p 384.

<sup>32</sup>Ibid.

roles becomes the chief agent by which a person's conduct is organized and directed. Adaptive behavior on the part of a person depends upon a reasonable harmony or consistency in role expectations among those who participate in interactional situations. . . . Marriage establishes a unity of interacting persons at the center of which are the reciprocal statuses of husband and wife. They are related not only by the ties of their coordinate statuses but especially in terms of the reciprocal roles they expect to perform and are expected to perform as occupants of these statuses.<sup>33</sup>

Mangus goes on to explain that marriage is a process of reciprocal role perception, understanding and performance carried out by specific marital partners. He further theorizes that the integrative or adaptive quality of the marriage is reflected in the degree to which relevant role expectations are shared between two partners and with other significant people in their lives. He believes that the most pressing interpersonal problems in marriage arise out of disparities among the role concepts and self concepts that are pertinent to the marriage situation.<sup>34</sup>

To test the above theory, Mangus developed three major hypotheses, the first of which concerned reciprocal role perception. It postulated that the integrative quality of a marriage is reflected in the degree of congruence between the way each partner perceives his own role and the way that role is perceived by the other marital partner. That is, the way a spouse views himself as compared to the way he is seen by his partner reflects the integrative quality of the marriage.

The second hypothesis concerned the role perception and role expectation relationships and stated that the integrative quality of a marriage is reflected in the degree of congruence between what a spouse expects of a partner and what he perceives in the partner he married, or the degree of fulfillment of expectations.

The reciprocal role expectation hypothesis was the third. It stated that the integrative quality of a marriage is reflected in the degree to which the role expectations that one partner has of the other are congruent with the

---

<sup>33</sup>A. R. Mangus, "Role Theory and Marriage Counseling," Social Forces, XXXV (March, 1957), p 206.

<sup>34</sup>Ibid.



other's own role expectations.<sup>35</sup>

To test the above hypotheses, Mangus used a sample of 112 married couples in a midwest community. They were given the Interpersonal Check List which was developed by a group of social psychologists at the Kaiser Foundation Hospital in Oakland, California. It is an instrument for measuring personality concepts and is regarded as an organized way to deal with what a subject says about himself and his spouse. There are 128 descriptive, self-referent items which represent sixteen interpersonal variables, each of which is made up of eight items. To scale the results, four scale scores are derived from a circular profile which is combined into descriptive octants. Each subject marks his own self concept and the concept he holds of his spouse. The check lists are then divided on the basis of sex and discrepancy scores are obtained. Supplementary interviews are also given as well as a structured personality test. Dr. Mangus only published results on an individual example basis, and results of the over-all testing were not given.<sup>36</sup>

In December, 1960, a study by Eleanore B. Luckey entitled "Marital Satisfaction and Congruent Self-Spouse Concepts" was published. She also used the Interpersonal Check List to test a similar hypothesis of role concept congruency which assumed that in marriage where congruence of perception is high, there is more appropriate response to the other, expectations of the other are more accurate, and each partner is better able to anticipate the other's feelings and gear his own expectations to the other. Further, it was hypothesized that such a marriage will reflect a higher degree of satisfaction for both spouses.

To gain a sample containing couples with both high and low marital satisfaction, 454 former University of Minnesota students who were married were given a modification of the Locke Marital Adjustment Scale as well as a seven point self-rating happiness scale patterned after the Terman scale. Marital satisfaction was rated according to the score on the Locke scale reinforced by the

---

<sup>35</sup>A.R. Mangus, "Family Impacts upon Mental Health," Social Forces, XXXV (August, 1957), pp 256-257.

<sup>36</sup>Ibid.



Terman happiness scale. The two final groups included couples who fell in the same score range (man and wife) matched into groups, one of high satisfaction and one of low satisfaction. The two groups were then given the Interpersonal Check List.

The concept that the wife held of herself was compared with the concept of her held by her husband, and the concept that the husband held of himself was compared with the concept of him held by his wife. After tabulating the results, the findings were that the congruence of the husband's perception of his wife with the wife's perception of herself is not associated with satisfaction in marriage. On the other hand, the congruence of the wife's perception of her husband and his own self-perception is significantly related to marital satisfaction.

In analyzing these results the author referred to Burgess' and Locke's theory that it is the wife who makes the greater adjustment in the marriage. Since the results of this test indicated that marital success is related to the congruence of the husband's self concept and wife's concept of her husband, it would follow that if the wife does the adjusting, it is important for her to know what she is adjusting to!<sup>37</sup>

Jack V. Buerkle and Robin F. Badgley, while conducting research at Yale University, carried the role perception concept another step further by considering the marital interaction patterns of a couple when given role-playing situations to respond to. The Yale Marital Interaction Battery is the device used to measure marital interaction patterns. This instrument was used primarily as a questionnaire but can be adapted to interview schedule form. The respondents were given a series of contrived situations in which a husband and wife were involved in role conflict. In every episode, each interactant is faced with a problem which must be resolved either by taking the role of the other or by not doing so. Each dilemma has one out of four possible solutions to be chosen by the respondent. The choice made should be the one which the subject feels comes closest to the way he would solve the problem. There is one questionnaire for the husband and one for the wife. They are simultaneously

---

<sup>37</sup>Eleanore B. Luckey, "Marital Satisfaction and Congruent Self-Spouse Concepts," Social Forces, XXXIX (December, 1960), pp 153-157.

exposed to comparable situations with only sex referents reversed. The situations presented in the schedule represent a cross section of the conflict areas most often reported by professionals in the field. An illustration of one item can be seen in Figure 1.

FIGURE 1

ONE OF THE SIMULATED CONFLICT SITUATIONS AS PRESENTED  
IN THE YALE MARITAL INTERACTION BATTERY

Husband	Wife
Suppose your new baby wakes up several times each night. Your wife is tired because she gets up at night and cares for the baby during the day while you work. She says that you should take turns getting up at night, but you know that you have to get up at 5:30 A.M. and go to work every morning. <u>What would you tell her?</u> (check one)	Suppose your new baby wakes up several times each night. You are tired because you get up at night and also care for the baby during the day while your husband works. You feel he should take turns getting up at night, but he says he has to get up at 5:30 A.M. to go to work. <u>What would you tell him?</u> (check one)
1. It's her place to get up with the baby	1. He should get up half the time. He should want to help me all he can.
2. I know she's very tired, but it's really more important that I get my sleep.	2. He needs that extra sleep badly, but I'm tired too, so he should get up half the time.
3. I need that extra sleep badly, but she is tired too, so I'd get up half the time.	3. I'm very tired, but it's really more important that he get his sleep
4. I'd get up half the time, I want to help her all I can.	4. It's my place to get up with the baby.

The first alternative represents no role taking. The implication here is that a respondent choosing such a solution is behaving autistically. In the second alternative two steps are involved. First, the respondent takes the role of the other, but also, he decides in favor of his own attitudinal set. Selection of the third alternative indicates awareness of the conflict situation and of the two different attitudinal sets, plus a decision in favor of his spouse. This can be called role taking with qualified sympathy, for the

ultimate decision swings in favor of the spouse. The final alternative involves both role-taking and sympathy on the part of the respondent to the attitudinal set of his partner. The above alternatives are reversed in the example in the wife's responses. These alternatives are weighted for scaling from one to four in the order described above. The couple scores were arrived at as follows:

. . . If the husband chose: "I'd get up half the time; I want to help her all I can," and his wife picked: "He should get up half the time; he should want to help me all he can," then the husband would receive a score of four and the wife a score of one. The couple raw score for such a sequence would be five, and the interaction pattern would be called a 4-1 relationship.<sup>38</sup>

In the final weighting, two types of couple response patterns were allowed to receive high scores: first, those where the couple responded with reciprocal role-taking and sympathy; second, a response which indicated high agreement on frame of reference or course of action, even though one member of the dyad could have been a "low" role taker. The 4-1 relationship would be an example of this. Low scores were assigned to those couples who were either mutually low in role-taking or had low agreement on a frame of reference for termination of the sequence.

A Reciprocal Dyad Scale of fourteen items was obtained with a Coefficient of Reproducibility of .90. The scaling procedure involves the combination of two separate raw scores in a dyadic relationship into a single couple raw score.

Couples whose scale scores placed them high on the scale continuum may be said to be characterized either by a high degree of reciprocal role taking and reciprocal sympathy in the interactive sequences included, or high agreement on a frame of reference. However, couples toward the bottom of the scale are characterized by a comparatively low amount of role taking, low sympathy, and do not agree on a course of action for terminating the sequences.<sup>39</sup>

The above described battery was used in a recent study to test whether couples who were being counseled for marital problems displayed interaction patterns that were significantly different from couples who indicated that

---

<sup>38</sup>Jack V. Buerkle, Robin F. Badgley, "Couple Role-Taking, The Yale Marital Interaction Battery," Marriage and Family Living, XXVII (February, 1959), p 56.

<sup>39</sup>Ibid., p 57.



their marriages were "not in trouble". Two groups were used in the sample. The first was composed of 36 couples who were then being counseled at the Margaret Sanger Research Bureau in New York City. These couples felt that their marriages were in serious trouble. The second group included 186 married couples who were active in religious-affiliated clubs in the New Haven area. These were the couples who felt their marriages were "not in trouble". The entire sample was administered the Yale Marital Interaction Battery.

A Chi-square test was performed to determine whether the couples representing the "not in trouble" groups were significantly different in their role taking patterns from the couples who were "in trouble". Results indicated a difference in the interactive patterns of the two groups. Further tests indicated the Margaret Sanger couples were significantly "lower" role takers than the New Haven couples.<sup>40</sup>

The Yale Marital Interaction Battery is still being tested extensively in other areas. A late study concerning altruism and role conflict explained that presently only 17 of the 40 items on the original battery are used for scaling because the other 23 have been found to result in consistently uniform responses. The original list was reduced to those in which no more than 86% of the husbands and no more than 86% of the wives responded in the same way.<sup>41</sup>

The above literature has contained a review of research which has been conducted concerning the problem of occupational demands in relation to family life. Recognizing that a problem exists, it can be stated as follows: When the demands of an occupation require a husband to be absent from the home for periods of time longer than the normal work days, the family system is effected by the absence. The following research project will seek to test the validity of this statement. The frame of reference for family interaction will be focused on the husband-wife relationship and will be defined according to the reciprocal role theory explained above. The measurement for the presence or absence of reciprocal role playing will be the Yale Marital Interaction Battery.

<sup>40</sup>Ibid., p 58.

<sup>41</sup>Jack V. Buerkle, et al., "Altruism, Role Conflict, and Marital Adjustment: A Factor Analysis of Marital Interaction," Marriage and Family Living, XXIII (February, 1961), p 21.

## CHAPTER II

### Formulation of Hypotheses

Recognizing from the previous chapter that a problem exists, it can be stated as follows. When the demands of an occupation require a husband to be absent from the home for any period of time, the family system is effected by the absence. Before formulating any hypotheses, it is well to define the factors to be examined.

First among these would be a definition of the family unit. The family has been defined as a social arrangement based on marriage and the marriage contract, including recognition of the rights and duties of parenthood, common residence for husband, wife, and children, and reciprocal economic obligations between husband and wife.<sup>1</sup> It is well to note the inclusion of marriage in this definition as the basis for the family unit. With this in mind, one is able to consider a basis from which to study the family. For the purposes of this study, the marriage relationship is used as a frame of reference for the family, not to exclude any consideration of the children as part of the family unit, but for purposes of the testing procedure which includes participation of the husband and wife only. The marital relationship is analyzed in terms of the reciprocal role theory explained in Chapter I. The definition of marriage as interpreted in the reciprocal role theory is briefly re-stated as follows:

. . . Marriage establishes a unity of interacting persons at the center of which are the reciprocal statuses of husband and wife. They are related not only by the ties of their coordinate statuses but especially in terms of the reciprocal roles they expect to perform and are expected to perform as occupants of these statuses.<sup>2</sup>

---

<sup>1</sup>William N. Stephans, The Family in Cross-Cultural Perspective (Chicago, Illinois: Holt, Rinehart, and Winston, 1964), p 8.

<sup>2</sup>A. R. Mangus, "Role Theory and Marriage Counseling," Social Forces, XXXV (March, 1957), p 206.

A third definition to clarify for the following study is that of job satisfaction. This design employs Robert P. Bullock's concise definition of this term. " . . . Job satisfaction is an evaluation of one's job and the employing company as contributing suitably to the attainment of one's personal objectives."<sup>3</sup>

The particular occupational demand considered in this investigation is occupational travel. The following study refers to this factor as the amount of time required to be away from home overnight.

The objectives of the following study are to find any relationships that may exist between occupational travel demands and job satisfaction, occupational travel and marital interaction, and marital interaction and job satisfaction. The main hypothesis to be considered can be stated as follows: There is a relationship between the amount of travel due to occupational demands and the type of marital interaction pattern of the couple involved. This hypothesis suggests that when the husband is required to travel, the marital interaction and role perception patterns of the couple are different than the interaction, role perception patterns when the husband does not travel.

Two supplementary hypotheses are derived from a consideration of the importance of job satisfaction and its effect on the individual. First, a consideration of the relationship of job satisfaction to occupational demands is offered: There is a relationship between the amount of time required to travel and job satisfaction.

A second supplementary hypothesis concerns job satisfaction as related to marital interaction: There is a relationship between job satisfaction and patterns of marital interaction.

#### Procedural Methods

In order to test the above hypotheses it was necessary to formulate a research design which would adequately test the validity or non-validity of the

---

<sup>3</sup>Robert P. Bullock, Social Factors Related to Job Satisfaction, A Technique for the Measurement of Job Satisfaction ("Bureau of Business Research," No. 70; Columbus, Ohio: Ohio State University Press, 1952), p 7.



hypotheses. In this particular investigation, the matched group technique was employed to gain a sample group. Two sample groups were extracted from a representative population. One group included married men in an occupation requiring overnight travel. The other group consisted of married men who remained close enough in their occupational pursuits to return home each evening. The two groups were matched according to certain control variables considered to be crucially related to the problem being examined. The selection of control variables is not a simple task.

In the exploratory phase of any given discipline one of the most difficult tasks is that of merely locating those variables which seem to be most important in accounting for the variation in some dependent variable. At later stages, however, it becomes increasingly necessary to attempt to evaluate the relative importance of such variables, if only for the practical reason that both theorists and empiricists must limit themselves to a reasonable number of explanatory variables.<sup>4</sup>

On the basis of research reviewed in the first chapter, the investigator selected control variables considered to be crucial in studies of the marriage relationship as well as those considered crucial in studies of job satisfaction. The two sample groups were matched, or a matching was attempted, according to these variables.

The sample group included only couples who were of the same religious faith. In order to control one of the most significant of job satisfaction variables, that of occupational level or type of work, the sample was drawn from a universe engaged in one type of selling. In addition, the occupational type selected was considered to lend reasonable job security to the employee. The presence of an opportunity for advancement was also considered necessary, and the sample was judged to include companies and positions in which such a condition existed.

The control of these variables does not exclude the consideration of other significant factors related to the problem here examined. Other variables were included in the study on the basis of classification and were checked for equal distribution in the two sample groups. Educational level ranged from eighth

---

<sup>4</sup>Hubert M. Blalock, "Evaluating the Relative Importance of Variables," American Sociological Review, XXVI (December, 1961), p 866.



grade through college. The importance of education classification is illustrated both in marital relations research and in job satisfaction studies.<sup>5</sup> There was also a desire to achieve even distribution of employed wives in each sample group. Other variables classified for analyzing the data presented included income, length of employment, amount of travel, age, length of marriage, and number and age of children.

### The Sample

The sample group was drawn from a population universe involved in the sales distribution industry. The salesmen studied came from a variety of cooperating companies, all of which engaged in the distribution of a product to a designated territory of dealers. All companies were distributing within and out from a midwestern city of 300,000 population.

This type of work was considered by the investigator to manifest control as to the nature of the job, regardless of the particular product being sold. It further offered freedom of the individual sales representative from the formal organizational structure in the sense that he was seldom in the plant or office for any length of time and often worked from his own home. This further indicated the chance for the individual to make his own decisions, which has been considered an important factor in job satisfaction. In addition, this type of work required a unique work week in terms of hours, in that the employee was "on his own". The pressures involved in the sales industry lend further support to factors concerned with the challenge of the job to the individual's goals and aspirations.<sup>6</sup>

The original universe was collected in two ways. The first involved a personal contact and interview with the sales manager, president, or supervisor of a distribution office. At the time of the interview, the employer was informed as to the purpose of the study, given a brief description of the tests

---

<sup>5</sup>Frederick Herzberg, et al., Job Attitudes, Review of Research and Opinions (Pittsburgh, Pennsylvania: Psychological Service of Pittsburgh, 1957), pp 15-17.

<sup>6</sup>Nancy C. Morse, Satisfaction in the White-Collar Job (Ann Arbor, Michigan: University of Michigan, 1953), p 3.

to be used, and told that his company could receive general results but not any personal information about the employees participating. If the employer wished to cooperate in the study, he then released the names of his sales force, both travelers and non-travelers, to the interviewer. Twenty-nine companies were contacted, twenty-four of which qualified for the type of work desired. Of the twenty-four qualifying companies, twenty-two consented to participate in the study. One of the two refusals was due to the fact that the company already used a job satisfaction testing procedure and the employer felt he should limit such testing within the company.

After receiving the sales force listings, a personally typed letter was written to each salesman on official Kansas State University stationery. Included in the letter was an information blank with an addressed, stamped envelope to be mailed to the author if the individual was interested in participating in the study. The letter emphasized the confidential aspect of the research and stressed that the wife also be consulted as to her desire to participate. The letters were delivered to each company employer and he in turn distributed them to the sales force with a brief explanation as to his endorsement of the work. A total of 92 individuals were contacted in this manner.

The second method of collection involved pharmaceutical salesmen who supplied drug items to pharmacists and physicians in the same city. A listing of local pharmaceutical company representatives was obtained from a local pharmacy. A similar letter, different only in the respect that the endorsement of the company was not mentioned, was sent directly to the representative at his home address. The same information blanks and addressed, stamped envelopes were enclosed. A total of 70 letters were sent in this manner.

Original delivery and mailing of letters took place in November of 1964. Returns were heaviest two weeks later. A second contact was made to the participating companies in late January of 1965 asking the employers to re-check with salesmen who had not returned information blanks. Seven more returns resulted from the re-calling. A total of 57 responded to the letters sent through the companies. Two of these responses ended as refusals due to the wife's refusal when contacted by phone for an interview appointment. Three other impossibilities

resulted from disqualifying factors such as mixed religion.

The total response in the pharmaceutical sales group was 29, including two written refusals and three disqualifications due to change of address, making the total usable response 24.

Total affirmative response for both groups was 82 or 50.7%. Response percentages for each group were 61.9% for the company contacts and 38.2% for the pharmaceutical group.

### Testing Procedure

Before explaining the testing procedure for this project, it is well to mention that the writer pre-tested the Marital Interaction Battery with fifteen couples before beginning this study, in order to familiarize herself with interviewing procedures as well as to ascertain the best items to include beyond the 17 significantly reliable ones used in the final analysis. The test used included 25 items, eight of which were selected on the basis of this pre-test. The couples were asked to criticize the items and select ones which they thought would be best to include in the final make up of the test.

After the final sample was collected for this study, each of the two groups selected was administered tests to measure both job satisfaction and marital interaction. The Marital Interaction Battery was administered to the husbands and wives in each group. The test included 25 items, selected on the basis of the pre-test and according to a recent re-test of the battery.<sup>7</sup>

The Job Satisfaction Scale developed and tested by Robert P. Bullock was administered to the men in each group. In addition to the ten item Job Satisfaction Scale, a supplementary social factor schedule was included but was found to be an unreliable measure since the occupations in the study involved

---

<sup>7</sup>Jack V. Buerkle, et al., "Altruism, Role Conflict, and Marital Adjustment: A Factor Analysis of Marital Interaction," Marriage and Family Living, XXIII (February, 1961), p 21.

manifested limited contact with the office or plant.<sup>8</sup> Copies of both tests can be seen in Appendix II.

The returned information blanks were arranged according to sections of the city. 47 of the 76 were assigned to five interviewers who were seniors in sociology at the local university. Twenty eight of the tests were administered by the author. Appointments were arranged by telephone. The interviewer was present for the entire testing. The testing procedure began in January and was completed in May of 1965.

---

<sup>8</sup>Bullock, loc cit., p 103.



## CHAPTER III

### Results and Analysis

The final sample included 76 couples, 41 of which were travelers and 35 who were non-travelers. After final testing, one test was revoked from the traveling group due to incomplete answers, making the final sample a total of 75 with 40 travelers.

After collection of the data, all information was transferred to I.B.M. cards for further analysis. After the first run of comparisons it was discovered that a possible relationship might exist between non-traveling men who had once traveled and men who were presently traveling. The thirteen individuals in the sample who fell into the past-traveler category were placed in a separate group so that final analysis for the most part concerned three groups: Men whose present occupation required travel away from home overnight were designated as travelers. Men who have had such an occupation in the past but no longer travel were termed past-travelers, and men who did not travel with their work and had never traveled were designated as non-travelers. Tables were composed and calculated for three category breakdowns as well as travel, non-travel comparisons. Detailed tables and results are presented in Appendix I.

In the classification data, a relationship between variables intended for control and the two sample groups rarely held true. Statistically significant similarity never existed, but some classifications revealed differences. When calculated by Chi-square, probabilities above the .10 level existed in all but two comparisons. Exceptions included comparison of the number of special training courses completed in each group. When all three groups were compared, results showed probability of a greater value at less than .10 but more than .05, which indicated borderline significance. Travelers tended to have comparatively more courses than non-travelers or past-travelers. When all non-travelers were compared to travelers, probability was greater than .10, so that the null hypothesis was still not rejected in this category. These comparisons are presented in tables 11 and 12 of Appendix I.

Another case of borderline significance appeared when past-travelers and travelers were compared as to the number of years they had had an occupation requiring travel. Present travelers tended to have been traveling longer than past-travelers had been traveling, which may indicate that those who had traveled at one time were not happy doing so and therefore discontinued such an occupation. Tables 19 and 20 present these results.

Since some of the data were divided into many categories, the Kruskal-Wallis one-way analysis of variance, a rank test, was used to further analyze it.<sup>1</sup> When educational level was compared on a rank basis, borderline significance existed when the three groups were compared, but the significance reached less than the .05 level when all non-travelers and travelers were compared. On this basis, the null hypothesis was rejected and a relationship was indicated between educational level and occupational travel. The travelers tended to be more highly educated than the non-travelers. As seen in Table 10, thirteen of the thirty five non-travelers had a high school education with one completing only the eighth grade whereas fifteen of the travelers had college degrees, one of which was a master's.

Another comparison showing shifts as a result of rank analysis was in the age of the oldest child. Only borderline significance existed in a three sample comparison, but a significant level was reached when all non-travelers and travelers were compared. With a probability level of less than .02, it was evident that travelers tended to have an older oldest child than non-travelers. This would also suggest that the travelers had been married longer which could effect results on the Marital Interaction Battery.

In considering the above results, one can see that the two sample groups were relatively matched, but not to the point of statistical significance. Furthermore, some differences did exist. This may have effected the final results, and any further studies would be far more reliable if better matching was achieved. One can only speculate or guess in this case as to whether these differences did effect results of this particular study.

---

<sup>1</sup>Stanley Siegel, Non-Parametric Statistics for the Behavioral Sciences (New York, Toronto, London: McGraw Hill, 1956), p 183-187.

### Testing the Hypotheses

A score analysis of the Job Satisfaction Scale was used following the weighted system employed by Bullock.<sup>2</sup> Scores ranged from 31 to 50 with 50 being the highest possible score. The Kruskal-Wallis rank test was used in analyzing the job satisfaction scores in comparing the three sample groups, the two groups, and amount of travel required of travelers. Probability in the two groups, and amount of travel, as well as the three group comparisons never reached below .50, which does not support the two hypotheses earlier presented. Results indicate that there is no relationship between job satisfaction and occupational demands in the form of travel, and there is no relationship between the amount of time required for travel and job satisfaction. These results are presented in Tables 27, 28, and 29.

The Marital Interaction Battery was analyzed according to the appearance of certain types of interaction patterns. Interaction Patterns were grouped on a ratio basis. With items weighted from one through four for the husband and wife, there are sixteen possible ratio patterns for each item. The ratios were grouped into four types. The first type indicates disagreement between husband and wife as to a solution to the situation and includes four ratios, these being 1:1, 2:2, 1:2, and 2:1.

The second type represents an agreement on a frame of reference as explained in Chapter I. In this case, the husband is the dominant party in the interaction; i.e., the solution is in favor of his desires. The four possible ratios are 1:3, 1:4, 2:3, and 2:4, with the husband's response as the first number in the expression of the ratio.

The third ratio type denotes agreement on a frame of reference with the wife as the dominant party. The four ratios are 3:1, 4:1, 3:2, and 4:2, with the wife's response as the second ratio number.

Reciprocal Role Taking is revealed in the fourth type with possible ratios of 3:3, 3:4, 4:3, and 4:4. In the 3:4 and 4:3 ratios, it will be noted that

---

<sup>2</sup>Robert P. Bullock, Social Factors Related to Job Satisfaction, A Technique for the Measurement of Job Satisfaction (Bureau of Business Research, No. 70: Columbus, Ohio: Ohio State University Press, 1952), p 5.



some dominance still exists. A weighting of three indicates a final decision in favor of the other partner but only after consideration of one's own desires. This tendency was mentioned in a more recent article by Buerkle and Badgley.<sup>3</sup>

For each of the couples in the sample group of this study, the ratios of each of the seventeen significantly reliable items was recorded and placed in one of the four categories. To ascertain a final dominant pattern type for each couple, a tally was made of the number of items falling in each category.

In interpreting the grouping into ratio categories, it was discovered that a couple might have a majority of responses in the reciprocal role taking category, but also maintain a substantial amount of ratios in either the male dominant or female dominant responses. Furthermore, a few couples had an equal number of ratios in the reciprocal role taking and disagreement categories. In addition, two couples revealed an equal number of male dominant and female dominant responses. In the final classification, seven possible interaction types were included. These were; Disagreement and Reciprocal Role Taking Equal, Male and Female Dominance Equal, Male Dominance, Female Dominance, Reciprocal Role Taking, Reciprocal Role Taking with a Male Dominant Tendency, and Reciprocal Role Taking with a Female Dominant Tendency.

In the final analysis the number of cases falling in each of the seven categories was compared on the basis of a three group sample as well as a two group sample. Rank tests in each case showed no significant relationships. To further test for significance, the categories were combined into Male Dominant Tendencies, using both male dominance and reciprocal role taking with male dominance, and Female Dominance, using both female dominance and reciprocal role taking with female dominant tendencies. Chi-square calculations were used for the three group and two group comparisons but no significant relationship existed. It should be noted however, that the non-travelers had more couples in the female dominant group whereas the travelers showed more

---

<sup>3</sup>Jack V. Buerkle, et al., "Altruism, Role Conflict, and Marital Adjustment: A factor Analysis of Marital Interaction," Marriage and Family Living, XXIII (February, 1961), p 21.



couples in the male dominant group. Although a statistically significant level was not reached, it is enlightening to observe this slight difference. A larger sample would more adequately explore this relationship.

The above results, presented in Tables 30 through 34, do not support the hypothesis earlier presented that a relationship exists between occupational travel demands and marital interaction patterns of the couples involved.

Job Satisfaction scores and Marital Interaction Patterns were also compared according to the Kruskal-Wallis H Test. Table 34 shows results with probability between the .80 and .70 level. The hypothesis earlier presented suggesting a relationship between job satisfaction and marital interaction also lacked support. On the basis of this study, no relationship was shown between job satisfaction and marital interaction patterns.

Although the three hypotheses postulated were rejected, the results proved interesting in that some tendencies did exist. The most interesting of these to the writer concerned the marital interaction patterns manifested by travelers and non-travelers. Although the majority in both groups had a high occurrence of reciprocal role taking patterns, some differences did exist between male and female dominance. A more extensive sample in later study seems to be warranted.

### Discussion and Conclusions

It should be noted here that the analysis of the marital interaction patterns as here presented was an original interpretation. This category typing should be further investigated for reliability. Previously, the only analysis of the Marital Interaction Battery has been on the basis of total score or separate considerations of men and women's orientations.

The lack of any support for the hypothesis concerning job satisfaction and travel demands as well as the one concerning marital interaction patterns may have been partly effected by the difference in the educational level in the two groups. However, Chi-square calculations did not indicate such differences. Furthermore, the deviants in each group would effect the rank testing.

In further analyzing the results of the study just presented, it should be noted that past research dealing with marital interaction has dealt with comparisons between couples experiencing marital difficulties and couples thought to be adjusted. To sight an example, the Buerkle, Badgley research with the Marital Interaction Battery used a sample of couples who were being counseled for marital problems and a sample of couples who indicated that their marriages were "not in trouble". This factor may be of prime importance in any research concerned with marital interaction.

In considering the study of travelers and non-travelers, one sees that the method of sample collection was by voluntary response; therefore, it lent itself to response from well adjusted couples. It would seem that a couple with high disagreement patterns would be less interested in cooperating with the study. Furthermore, Buerkle and Badgley studied couples "in trouble" at the time of the testing. In the case of this occupational study, any disagreements stemming from occupational travel may have been solved before the couple was tested. For instance, in all interviews conducted by the writer, couples commented on the adjustment that the family had been called upon to make. The fact that such comments were in the past tense suggest that it was necessary to make adjustments to occupational travel.

If it were possible to draw a sample which compared couples who were experiencing disagreement as well as couples who could be termed "adjusted", results might be quite different when considering the occupational travel factor.

Another factor noticed when viewing past research concerns the matching of the occupational type. In the Lynn and Sawry study in Norway, the two groups were matched according to occupational level but not occupational type. The absent-fathers were officers on ships whereas the fathers remaining at home were supervisors, shop owners, high civil servants, and office managers. Furthermore, the absent-fathers were away from home for nine months to two years, which may account for the effects on the children's development.

In contrast, this occupational travel study utilized two sample groups who were doing exactly the same type of work, the only difference being that one group was required to stay out of town overnight. The two groups had

identical occupations, these being in sales distribution. The interviewers were told by several couples that the work was challenging but marked by stiff competition, with constant pressures for better selling. This may have effected results in that both groups experienced similar job demands.

In recalling research by Nancy Morse, one remembers the type of work proved to be an important determinant of liking for the work itself. The control over type of work for the occupational travel study may have effected results in that both groups were satisfied in the kind of work they were doing, regardless of travel demands.

In addition, the group of travelers were never required to be gone over two work weeks per month whereas in the Norwegian study the period was much longer, resulting in greater effects on the children studied. Also, the studies by Hill were concerned with major crisis situations which may have effected the degree of disorganization which occurred due to the separation.

Furthermore, it is suggested that a job satisfaction scale dealing with this particular type of occupation, sales distribution, might better detect any dissatisfactions of a man who is his "own boss" in regard to hours, his office environment, and amount of sales. The Bullock Scale deals with men in office environments which somewhat disqualified it for such men as the pharmaceutical salesmen used in this study.

It is well to mention here the fact that over half of the sample tested knew that their supervisory officer had endorsed the study. Although confidentiality was stressed, the employees may have felt some influence while taking the scale, feeling that answers should be positive rather than negative. This is only a speculation, however.

It is also appropriate to mention some limitations detected in the Yale Marital Interaction Battery. In the pre-test given to the fifteen couples as well as in the administering of the test to the sample, comments were made as to the English used in the test itself. Often there is not agreement between the description of the situation and the solutions offered. For example, in some cases, the statement is made, "What would you tell her?" while the solutions given indicate something that the individual would do or think rather than what he would say. These discrepancies often confused the persons taking



the test. Furthermore, some individuals mentioned that the language of the test seemed somewhat cold and blunt. This may have been due to a different conversational approach used in the Eastern section of the country where the test was composed. Perhaps a reconsideration of the language structure would be appropriate when using the battery in other studies.

As previously suggested, the sample size in this study was far too small to yield definitive results. A larger size sample might show more significant tendencies and differences in the three groups. Even with this small a group, it was shown that those who had traveled and were no longer traveling, had done so a shorter time than those who chose to travel. Other tendencies indicated in the study might be more reliably supported in a more extensive sample. If each group contained 100 couples, such results could be more reliable and other tendencies might be evident. Better control over variables such as educational level, length of marriage, and age of children might also yield better results.

The above observations may partly account for the failure to prove or disprove the hypotheses of this study. At any rate, further research in the area of occupational demands related to marital interaction would seem most feasible. Perhaps more contrasting groups should be observed with an emphasis toward learning if such contrasts as type of work or job demands could effect the conditions of marital interaction patterns. The fact that some tendencies toward differences did exist between the two groups studied here suggests that further research with larger sample groups might yield significant results.



## APPENDIX I

### The Tables

TABLE 1

COMPARISON OF AGE OF NON-TRAVELERS,  
PAST-TRAVELERS, AND TRAVELERS

Age	Non-Travelers	Past-Travelers	Travelers	Total
20-29	6	3	6	15
30-39	9	5	16	30
40-49	5	3	14	22
50-59	2	2	3	7
60-69			1	1
Total	22	13	40	75

$$\chi^2 = 3.62471$$

$$\text{d.f.} = 8$$

$$.90 > P > .80$$

TABLE 2

COMPARISON OF AGE OF NON-TRAVELERS, PAST-TRAVELERS  
AND TRAVELERS IN COMBINED CATEGORIES

Age	Non-Travelers	Past Travelers	Travelers	Total
20-29	6	3	6	15
30-39	9	5	16	30
40-65	7	5	18	30
Total	22	13	40	75

$$\chi^2 = 1.78146$$

$$\text{d.f.} = 4$$

$$.80 \searrow P \searrow .70$$

TABLE 3

COMPARISON OF AGES OF NON-TRAVELERS  
AND TRAVELERS

Age	Non-Travelers	Travelers	Total
20-29	9	6	15
30-39	14	16	30
40-49	8	14	22
50-59	4	3	7
60-69		1	1
Total	35	40	75

$$\chi^2 = 3.19341$$

$$\text{d.f.} = 4$$

$$.70 > P > .50$$



TABLE 4

COMPARISON OF AGES OF NON-TRAVELERS AND TRAVELERS  
IN COMBINED CATEGORIES

Age	Non-Travelers	Travelers	Total
20-29	9	6	15
30-39	14	16	30
40-65	12	18	30
Total	35	40	75

$$\chi^2 = 1.60714$$

$$\text{d.f.} = 2$$

$$.50 > P > .30$$

TABLE 5

COMPARISON OF WORKING AND NON-WORKING WIVES  
FOR NON-TRAVELERS, PAST-TRAVELERS  
AND TRAVELERS

Employment	Non-Travelers	Past Travelers	Travelers	Total
Non-Employed	15	8	29	52
Employed	7	5	11	23
Total	22	13	40	75

$$\chi^2 = .57386$$

$$\text{d.f.} = 2$$

$$.80 > P > .70$$

TABLE 6

COMPARISON OF WORKING AND NON-WORKING WIVES  
FOR NON-TRAVELERS AND TRAVELERS

Employment	Non-Travelers	Travelers	Total
Non-Employed	23	29	52
Employed	12	11	23
Total	35	40	75

$$\chi^2 = .40424$$

$$\text{d.f.} = 1$$

$$.70 > P > .50$$

TABLE 7

COMPARISON OF LENGTH OF MARRIAGE FOR NON-TRAVELERS,  
PAST-TRAVELERS AND TRAVELERS

Length	Non-Travelers	Past-Travelers	Travelers	Total
1-6 yrs.	5	3	5	13
7-10 yrs.	3	2	10	15
11 yrs. -	14	8	25	47
Total	22	13	40	75

$$\chi^2 = 2.24583$$

$$\text{d.f.} = 4$$

$$.70 > P > .50$$



TABLE 8

COMPARISON OF LENGTH OF MARRIAGE FOR  
NON-TRAVELERS AND TRAVELERS

Length	Non-Travelers	Travelers	Total
1-6 yrs.	8	5	13
7-10 yrs.	5	10	15
11 yrs. -	22	25	47
Total	35	40	75

$$\chi^2 = 2.22702$$

$$\text{d.f.} = 2$$

$$.50 > P > .30$$

TABLE 9

COMPARISON OF EDUCATIONAL LEVEL FOR NON-TRAVELERS,  
PAST TRAVELERS AND TRAVELERS

Education	Non-Travelers	Past Travelers	Travelers	Total
Eighth Grade	1			1
High School	8	4	4	16
Business College	2	1	2	5
1-2 years College	3	3	12	18
3 years College	4		7	11
College Degree	4	5	14	23
Master's Degree			1	1
Total	22	13	40	75

$H = 5.9468$

d.f. = 2

$.10 > P > .05$

TABLE 10

COMPARISON OF EDUCATIONAL LEVEL FOR  
NON-TRAVELERS AND TRAVELERS

Education	Non-Travelers	Travelers	Total
Eighth Grade	1		1
High School	12	4	16
Business College	3	2	5
1-2 years College	6	12	18
3 years College	4	7	11
College Degree	9	14	23
Master's Degree		1	1
Total	35	40	75

H = 5.2162

d.f. = 1

.05 &gt; P &gt; .02

TABLE 11

COMPARISON OF NUMBER OF SPECIAL TRAINING  
COURSES FOR NON-TRAVELERS, PAST-  
TRAVELERS AND TRAVELERS

Number of Courses	Non-Travelers	Past-Travelers	Travelers	Total
None	9	2	6	17
1-2	4	5	8	17
3-4	9	6	26	41
Total	22	13	40	75

$$\chi^2 = 8.03824$$

$$\text{d.f.} = 4$$

$$.10 > P > .05$$



TABLE 12

COMPARISON OF SPECIAL TRAINING COURSES FOR  
NON-TRAVELERS AND TRAVELERS

Number of Courses	Non-Travelers	Travelers	Total
None	11	6	17
1-2	9	8	17
3-4	15	26	41
Total	35	40	75

$$\chi^2 = 4.16581$$

$$\text{d.f.} = 2$$

$$.20 > P > .10$$

TABLE 13

COMPARISON OF LENGTH OF EMPLOYMENT FOR NON-TRAVELERS  
PAST-TRAVELERS, AND TRAVELERS

Employment Length	Non-Travelers	Past-Travelers	Travelers	Total
1-3 yrs.	8	4	16	28
4-7 yrs.	2	2	10	14
8-15 yrs.	6	5	10	21
15 yrs. -	6	2	4	12
Total	22	13	40	75

$$\chi^2 = 5.53821$$

$$d.f. = 6$$

$$.50 > P > .30$$

TABLE 14

COMPARISON OF LENGTH OF EMPLOYMENT FOR  
NON-TRAVELERS AND TRAVELERS

Employment Length	Non-Travelers	Travelers	Total
1-3 years	12	16	28
4-7 years	4	10	14
8-15 years	11	10	21
15 years -	8	4	12
Total	35	40	75

$$\chi^2 = 4.20918$$

$$\text{d.f.} = 3$$

$$.30 > P > .20$$

TABLE 15

COMPARISON OF INCOME FOR NON-TRAVELERS,  
PAST-TRAVELERS, AND TRAVELERS

Income	Non-Travelers	Past-Travelers	Travelers	Total
5-6,000	1	1	2	4
7-8,000	5	3	5	13
9-10,000	7	5	19	31
11-12,000	3	3	8	14
13-14,000	3		4	
15-16,000			1	1
17-20,000	1		1	2
21-24,000	1	1		2
25,000 -	1			1
Total	22	13	40	75

H = .6089

d.f. = 2

.80 &gt; P &gt; .70



TABLE 16

COMPARISON OF INCOME FOR NON-TRAVELERS  
AND TRAVELERS

Income	Non-Travelers	Travelers	Total
5-6,000	2	2	4
7-8,000	8	5	13
9-10,000	12	19	31
11-12,000	6	8	14
13-14,000	3	4	7
15-16,000		1	1
17-20,000	1	1	2
21-24,000	2		2
25,000 -	1		1
Total	35	40	75

H = .0307

d.f. = 1

.90 &gt; P &gt; .80

TABLE 17

COMPARISON OF AMOUNT OF TRAVEL FOR PAST-  
TRAVELERS AND TRAVELERS

Amount	Past-Travelers	Travelers	Total
2-5 non-consecutive nights per month	2	7	9
6-10 non consecutive nights per month	1	9	10
1-2 work weeks per month		5	5
1-2 nights per week	4	8	12
3-5 nights per week	6	11	17
Total	13	40	53

$$\chi^2 = 4.35797$$

$$\text{d.f.} = 8$$

$$.90 > P > .80$$

TABLE 18

COMPARISON OF AMOUNT OF TRAVEL IN COMBINED CATEGORIES  
FOR PAST TRAVELERS AND TRAVELERS

Amount	Past-Travelers	Travelers	Total
2 non-consecutive- 2 work weeks per month	3	21	24
1-2 nights per week	4	8	12
3-5 nights per week	6	11	17
Total	13	40	53

$$\chi^2 = 3.44265$$

$$\text{d.f.} = 4$$

$$.50 > P > .30$$

TABLE 19

COMPARISON OF YEARS OF TRAVEL FOR PAST-  
TRAVELERS AND TRAVELERS

Years	Past-Travelers	Travelers	Total
6-11 months	2	1	3
1-3 years	7	10	17
4-7 years	1	8	9
8-15 years	2	14	16
15 years -	1	7	8
Total	13	40	53

$$\chi^2 = 8.7374$$

$$\text{d.f.} = 4$$

$$.10 > P > .05$$



TABLE 20

COMPARISON OF YEARS OF TRAVEL IN COMBINED CATEGORIES  
FOR TRAVELERS AND PAST-TRAVELERS

Years	Past Travelers	Travelers	Total
6 mo. - 7 yrs.	10	19	29
8 - 15 years	2	14	16
15 years -	1	7	8
Total	13	40	53

$$\chi^2 = 3.42804$$

$$\text{d.f.} = 2$$

$$.20 > P > .10$$

TABLE 21

COMPARISON OF NUMBER OF CHILDREN FOR NON TRAVELERS,  
PAST-TRAVELERS, AND TRAVELERS

Number	Non-Travelers	Past-Travelers	Travelers	Total
0	5		2	7
1	2	3	6	11
2	10	2	15	27
3	2	4	12	18
4	1	4	5	10
5	1			1
6				
7	1			1
Total	22	13	40	75

$H = 3.7176$

d.f. = 2

$.20 > P > .10$

TABLE 22

COMPARISON OF NUMBER OF CHILDREN FOR  
NON-TRAVELERS, AND TRAVELERS

Number	Non-Travelers	Travelers	Total
0	5	2	7
1	5	6	11
2	12	15	27
3	6	12	18
4	5	5	10
5	1		1
6			
7	1		1
Total	35	40	75

H = .2037

d.f. = 1

 $.70 > P > .50$

TABLE 23

COMPARISON OF THE AGE OF THE OLDEST CHILD FOR NON-  
TRAVELERS, PAST-TRAVELERS AND TRAVELERS

Age of Oldest Child	Non-Travelers	Past-Travelers	Travelers	Total
1-2	2			2
3-4	1	2	3	6
5-6	3	3	5	11
7-8	1	2	3	6
9-10	3	2	3	8
11-12	1		6	7
13-14	1	2	6	9
15-16	2		2	4
17-18			4	4
19-20	3	2	6	11
Total	17	13	38	68

$H = 5.5898$

$d.f. = 2$

$.10 > P > .05$

TABLE 24

COMPARISON OF AGE OF OLDEST CHILD FOR  
NON-TRAVELERS AND TRAVELERS

Age of Oldest Child	Non-Travelers	Travelers	Total
1-2	2		2
3-4	3	3	6
5-6	6	5	11
7-8	3	3	6
9-10	5	3	8
11-12	1	6	7
13-14	3	6	9
15-16	2	2	4
17-18		4	4
19-20 -	5	6	11
Total	30	38	68

H = 5.4412

d.f. = 1

.02 &gt; P &gt; .01



TABLE 25

COMPARISON OF NUMBER OF PRE-SCHOOLERS FOR NON-  
TRAVELERS, PAST TRAVELERS AND TRAVELERS

Number	Non-Travelers	Past Travelers	Travelers	Total
0	8	5	22	35
1	5	4	11	20
2	4	2	3	9
3		2	2	4
Total	17	13	38	68

$$\chi^2 = 6.05295$$

$$\text{d.f.} = 6$$

$$.50 > P > .30$$

TABLE 26

COMPARISON OF NUMBER OF PRE-SCHOOLERS FOR  
NON-TRAVELERS AND TRAVELERS

Number	Non-Travelers	Travelers	Total
0	13	22	35
1	9	11	20
2	6	3	9
3	2	2	4
Total	30	38	68

$$\chi^2 = 2.60922$$

$$\text{d.f.} = 3$$

$$.50 > P > .30$$

TABLE 27

COMPARISON OF JOB SATISFACTION SCORES WITH NON-TRAVELERS, PAST-TRAVELERS AND TRAVELERS

Score	Non-Travelers	Past-Travelers	Travelers	Total
30				
31	1			1
32				
33				
34			1	1
35				
36				
37				
38	1	1		2
39	1		2	3
40	1		2	3
41	1		2	3
42			2	2
43	1	2	6	9
44	4	1	2	7
45	2	3	3	8
46	1	1	9	11
47		3	4	7
48	4		1	5
49	1	1	3	5
50	4	1	3	8
Total	22	13	40	75

H = .44

d.f. = 2

P = .80

TABLE 28

COMPARISON OF JOB SATISFACTION SCORES WITH  
NON-TRAVELERS AND TRAVELERS

Scores	Non-Travelers	Travelers	Total
30			
31	1		1
32			
33			
34		1	1
35			
36			
37			
38	2		2
39	1	2	3
40	1	2	3
41	1	2	3
42		2	2
43	3	6	9
44	5	2	7
45	5	3	8
46	2	9	11
47	3	4	7
48	4	1	5
49	2	3	5
50	5	3	8
Total	35	40	75

H = .4335

d.f. = 1

.70 &gt; P &gt; .50

TABLE 29  
COMPARISON OF JOB SATISFACTION SCORES WITH AMOUNT  
OF TRAVEL REQUIRED BY TRAVELERS

Score	2-5 Non-Consecutive Nights Per Month	6-10 Non-Consecutive Nights Per Month	1 Work Week Per Month	2 Work Weeks Per Month	1-2 Nights Per Week	3-5 Nights Per Week	Total
30							
31							
32							
33							
34					1		1
35							
36							
37							
38							
39		1				1	2
40			1		1		2
41	1	1					2
42					1	1	2
43	2	1		1		2	6
44					1		2
45	1	2	1				3
46	1	3			2	3	9
47	1				1	2	4
48				1			1
49	1	1				1	3
50				1	1	1	3
Total	7	9	2	3	8	11	40

H = 3.55      d.f. = 5      .70 > P > .50



TABLE 30

COMPARISON OF MARITAL INTERACTION PATTERNS FOR NON-TRAVELERS,  
PAST-TRAVELERS AND TRAVELERS

Type	Non-Travelers	Past-Travelers	Travelers	Total
Disagreement and Reciprocal Role Taking Equal		1	1	2
Male-Female Dominance Equal	1		2	3
Male Dominance	2	2	6	10
Female Dominance	5	2	6	13
Reciprocal Role Taking	3	1	8	12
Reciprocal Role Taking with Male Dominant Tendency	5	3	10	18
Reciprocal Role Taking with Female Dominant Tendency	6	4	7	17
Total	22	13	40	75

$H = .6482$

$d.f. = 2$

$.80 > P > .70$

TABLE 31

COMPARISON OF MARITAL INTERACTION PATTERNS FOR  
NON TRAVELERS AND TRAVELERS

Type	Non-Travelers	Travelers	Total
Disagreement and Reciprocal Role Taking Equal	1	1	2
Male-Female Dominance Equal	1	2	3
Male Dominance	4	6	10
Female Dominance	7	6	13
Reciprocal Role Taking	4	8	12
Reciprocal Role Taking with Male Dominant Tendency	8	10	18
Reciprocal Role Taking with Female Dominant Tendency	10	7	17
Total	35	40	75

H = .6429

d.f. = 1

.50 &gt; P &gt; .30

TABLE 32

COMPARISON OF COMBINED MALE DOMINANT AND FEMALE DOMINANT  
INTERACTION PATTERNS FOR NON-TRAVELERS,  
PAST-TRAVELERS AND TRAVELERS

Combined Type	Non-Travelers	Past-Travelers	Travelers	Total
Male Dominant Tendency	7	5	16	28
Female Dominant Tendency	11	6	13	30
Total	18	11	29	58

$$\chi^2 = 1.22263$$

$$\text{d.f.} = 2$$

$$.70 > P > .50$$

TABLE 33

COMPARISON OF COMBINED MALE DOMINANT AND FEMALE  
DOMINANT INTERACTION PATTERNS FOR  
NON-TRAVELERS AND TRAVELERS

Combined Type	Non-Travelers	Travelers	Total
Male Dominant Tendency	12	16	28
Female Dominant Tendency	17	13	30
Total	29	29	58

$$x^2 = 1.10476$$

$$d.f. = 1$$

$$.30 > P > .20$$

TABLE 34  
COMPARISON OF MARITAL INTERACTION PATTERNS WITH JOB SATISFACTION  
FOR THE ENTIRE SAMPLE POPULATION

Score	Reciprocal Role Taking Equal	Male Female Dominant Equal	Male Dominant	Female Dominant	Reciprocal Role Taking	Reciprocal Role Taking Male Dominant	Reciprocal Role Taking Female Dominant	Total
30								
31					1			1
32								
33								
34					1			1
35								
36								
37								
38				1			1	2
39					1		2	3
40			1				2	3
41			1	1			1	3
42			1					2
43	1	1	2			1	1	9
44				2	2	1	2	7
45		1	1	3	1	1	1	8



TABLE 34--Continued

Score	Reciprocal Role Taking Equal	Male Female Dominant Equal	Male Dominant	Female Dominant	Reciprocal Role Taking	Reciprocal Role Taking Male Dominant	Reciprocal Role Taking Female Dominant	Total
46			1	3	2	3	2	11
47	1		2			1	3	7
48				1	2	1	1	5
49				2	2	1		5
50		1	1		1	4	1	8
Total	2	3	10	13	12	18	17	75

H = 3.1198

d.f. = 6

.80 &gt; P &gt; .70

Mean	45.0	46.0	45.4	44.8	45.2	45.3	43.8
Scores							

## APPENDIX II

### The Instruments

## JOB SATISFACTION FORM

The following statements will help you describe how you feel about your job. Think about your experience while working on this job and check those statements which most accurately and honestly tell how you feel about it.

1. Place a check mark in front of the statement which best tells how good a job you have.
  - ☐ A. The job is an excellent one, very much above the average.
  - ☐ B. The job is a fairly good one.
  - ☐ C. The job is only average.
  - ☐ D. The job is not as good as average in this kind of work.
  - ☐ E. The job is a very poor one, very much below the average.
2. Place a check mark in front of the statement which best describes your feelings about your job.
  - ☐ A. I am very satisfied and happy on this job.
  - ☐ B. I am fairly well satisfied on this job.
  - ☐ C. I am neither satisfied nor dissatisfied - it is just average.
  - ☐ D. I am a little dissatisfied on this job.
  - ☐ E. I am very dissatisfied and unhappy on this job.
3. Check one of the following statements to show how much of the time you are satisfied with your job.
  - ☐ A. Most of the time.
  - ☐ B. A good deal of the time.
  - ☐ C. About half of the time.
  - ☐ D. Occasionally
  - ☐ E. Seldom
4. Place a check mark in front of the statement which best tells what kind of an organization it is to work for.
  - ☐ A. It is an excellent organization to work for - one of the best organizations I know of.
  - ☐ B. It is a good organization to work for but not one of the best.
  - ☐ C. It is only an average organization to work for. Many others are better.
  - ☐ D. It is below average as an organization to work for. Many others are better.
  - ☐ E. It is probably one of the poorest organizations to work for that I know of.

5. Place a check mark in front of the statement which best tells how your feelings compare with those of other people you know.
- ☐ A. I dislike my job much more than most people dislike theirs.
  - ☐ B. I dislike my job more than most people dislike theirs.
  - ☐ C. I like my job about as well as most people like theirs.
  - ☐ D. I like my job better than most people like theirs.
  - ☐ E. I like my job much better than most people like theirs.
6. Place a check mark in front of the statement which best tells how you feel about the work you do on your job.
- ☐ A. The work I do is very unpleasant. I dislike it.
  - ☐ B. The work I do is not pleasant.
  - ☐ C. The work is just about average. I don't have any feeling about whether it is pleasant or not.
  - ☐ D. The work is pleasant and enjoyable.
  - ☐ E. The work is very enjoyable; I very much like to do the work called for on this job.
7. Check one of the following which best describes any general conditions which affect your work or comfort on this job.
- ☐ A. General working conditions are very bad.
  - ☐ B. General working conditions are poor - not as good as the average for this kind of job.
  - ☐ C. General conditions are about average, neither good nor bad.
  - ☐ D. In general, working conditions are good; better than average.
  - ☐ E. General working conditions are very good, much better than average for this kind of job.
8. Check one of the following statements which best tells how you feel about changing your job.
- ☐ A. I would quit this job at once if I had anything else to do.
  - ☐ B. I would take almost any other job in which I could earn as much as I am earning here.
  - ☐ C. This job is as good as the average and I would just as soon have it as any other job but would do so if I could make more money.
  - ☐ D. I am not eager to change jobs but would do so if I could make more money.
9. Suppose you had a very good friend who is looking for a job in your line of work and you know of a vacancy in this organization which your friend is well qualified to fill. Would you:
- ☐ A. Recommend this job as a good one to apply for?
  - ☐ B. Recommend this job but caution your friend about its shortcomings?

- \_\_\_C. Tell your friend about the vacancy but not anything else, then let him decide whether to apply or not?
  - \_\_\_D. Tell your friend about the vacancy but suggest that he or she look for other vacancies elsewhere before applying?
  - \_\_\_E. Try to discourage your friend from applying by telling the bad things about the job?
10. On the line below, place a check mark to show how well satisfied you are with this job. You may place your mark anywhere on the line, either above one of the statements or between them.

-----

Completely Dissatisfied	More Dissatisfied than Satisfied	About Half and Half	More Satisfied than Dissatisfied	Completely Satisfied
----------------------------	-------------------------------------	------------------------	-------------------------------------	-------------------------



## MARITAL INTERACTION BATTERY

Special Instructions

We hope that you will find this questionnaire interesting. This instrument deals with a series of problems that can and do occur to married couples. We are certain that you have not faced all of these problems, but we would like to know how you would solve such problems if you were the husband or the wife in such situations. We would like you to pretend that you are the husband or wife in the following problem situations. There are four possible ways that you solve each problem. We want you to put a check beside the one way which you would choose in solving such a problem.

We recognize that you may believe that these are not the best ways to solve such problems; however, we would be gratified if you will choose the one solution which you think would come closest to the way you would solve the problem. Please answer all questions. Any questions that are not answered will make your entire set of responses useless for our purpose. Because of the mathematical treatment given these responses we need a response in every blank. Work along as rapidly in the test as you feel you can do comfortably, without destroying the accuracy of your response.

---

1. Suppose you and your wife are at a party. You're having a good time, but she's bored and wants to leave. She asks you to leave and go home with her. What would you tell her? (Check one)

- ☐ a) She should stay - I'm enjoying myself.
- ☐ b) She has a right to want to leave, but I'm having such a good time; she should stay with me.
- ☐ c) I'm having a good time and would like to stay, but we'll leave since she wants to.
- ☐ d) We'll leave since she wants to go.

2. Suppose one day you tell your wife you love her very much but that you are attracted to another woman whom you both know. You don't love this other woman and your only feeling toward her is that she is an attractive person. If your wife were to become angry, what would you tell her?

- \_\_\_\_\_ a) Even if she doesn't like the idea, I have every right to have such a thought.
- \_\_\_\_\_ b) I have no right to do such a thing. My attentions should be all on her.
- \_\_\_\_\_ c) My attraction is innocent, but she has every right to take no chances and tell me that she doesn't like it.
- \_\_\_\_\_ d) She should understand how I can feel that way and approve.

3. Suppose your new baby wakes up several times each night. Your wife is tired because she gets up at night and cares for the baby during the day while you work. She says you should take turns getting up at night, but you know that you have to get up at 5:30 A.M. to go to work every morning. What would you tell her?

- \_\_\_\_\_ a) I'd get up half the time. I want to help her all I can.
- \_\_\_\_\_ b) I need that extra sleep badly, but she's tired too, so I'd get up half the time.
- \_\_\_\_\_ c) I know she's very tired, but it's really more important that I get my sleep.
- \_\_\_\_\_ d) It's her place to get up with the baby.

4. Suppose you pay the family bills and you feel you do it well. Lately you've forgotten to pay some small bills because you've been working hard. Your wife receives some complaints from people you owe and suggests she should handle the money. What would you tell her?

- \_\_\_\_\_ a) I've handled the money all right, but since she can probably do a better job, she should take over.
- \_\_\_\_\_ b) I'll keep on paying the bills, since I think I can.
- \_\_\_\_\_ c) I probably haven't done a good job on them lately, but I should keep on paying the bills.
- \_\_\_\_\_ d) She should take over paying the bills. She can do a better job.

5. Suppose your wife tells you that your child isn't doing as well as he could in school. She feels that he should study more and be outside less, but you think it's more important for him to play with other children. What would you tell her?

\_\_\_\_\_ a) I want him to play with other children, but it's probably more important that he make good grades.

\_\_\_\_\_ b) She's right; I hadn't thought how important doing well in school is.

\_\_\_\_\_ c) I agree that he should do well in school, but it's more important that he be outside and play.

\_\_\_\_\_ d) She's wrong; the child should play more with other children and be outside in the fresh air.

6. Suppose one day you tell your wife that when you were young, you had been in court as a juvenile delinquent, but that you were found innocent. You've been a good husband, but have sometimes told her small lies. She says she doesn't know if she should believe you or not. What would you tell her?

\_\_\_\_\_ -a) I can see why she could doubt me.

\_\_\_\_\_ b) She should really believe me and understand how I feel.

\_\_\_\_\_ c) I've lied to her before, but she should believe me now. I can see why there's some doubt in her mind.

\_\_\_\_\_ d) I've been a good husband, but this is a serious matter, and I can see why there's some doubt in her mind.

7. Suppose you are offered a good job in another state which would double your pay. You want this job, but your wife doesn't want to move because she'd leave all her friends. What would you do?

\_\_\_\_\_ a) I'd take the job if she agreed it was a good idea.

\_\_\_\_\_ b) I'd take the job. She can make new friends.

\_\_\_\_\_ c) I wouldn't take the job because she shouldn't have to leave her friends.

\_\_\_\_\_ d) I'd tell her again what a good idea it was. If she didn't like it, we'd stay here.

8. Suppose one morning your wife agreed to prepare your favorite dish for supper. When you come home you find that she had a nap and overslept, and hasn't had time to make your favorite dish. What would you tell her?

- \_\_\_\_\_ a) Maybe she couldn't help oversleeping, but I'm still angry.
- \_\_\_\_\_ b) I have no right to get angry over such a little thing.
- \_\_\_\_\_ c) I'd get angry. It's her fault.
- \_\_\_\_\_ d) She's sorry she overslept, so I won't get angry.

9. Suppose your wife feels that even though you don't get drunk, you drink too much when you go out to parties. You say you aren't hurting anybody, and that you can have a better time with a couple of drinks. She says she wants you to drink less. What would you do?

- \_\_\_\_\_ a) Maybe I'll follow her advice and not drink so much, even though I can handle myself all right.
- \_\_\_\_\_ b) I know she wants me to drink less, but I can handle myself all right, so she shouldn't say any more.
- \_\_\_\_\_ c) She's right; I had better stop drinking so much or I'll regret it.
- \_\_\_\_\_ d) I can handle myself. She shouldn't say anything.

10. Suppose you've been married for 18 years and have two boys in school ages 13 and 17. Your wife is offered a job which she wants to take. You feel she should stay home and take care of the family. What would you tell her?

- \_\_\_\_\_ a) I'd expect her to stay at home because I know best.
- \_\_\_\_\_ b) I'd think that it's more important that she stay home, though I know she'd like to work.
- \_\_\_\_\_ c) She has a right to use her own judgment and take the job
- \_\_\_\_\_ d) If she explained how much the job meant to her, I might change my mind and tell her to take it.



11. Suppose your wife has been asked to join a local group which husbands and wives join as couples. She wants to be a member, but you don't like the idea. What would you do?

- \_\_\_\_\_ a) I know she wants me to join with her, but if I don't want to, she shouldn't ask me again.
- \_\_\_\_\_ b) If she can show me it's a good idea, I'll join with her.
- \_\_\_\_\_ c) I'd join it because she knows best about such things.
- \_\_\_\_\_ d) She has no right to ask me to join.

12. Suppose after you were married you found out that your wife gambled sometimes. You have always been against gambling of any type. What would you do?

- \_\_\_\_\_ a) I know she isn't doing anything wrong, but she ought to stop gambling since I want her to.
- \_\_\_\_\_ b) She should ~~stop~~ gambling and be sorry she deceived me.
- \_\_\_\_\_ c) If she can show me she's doing no harm, I'd let her keep on gambling.
- \_\_\_\_\_ d) I'm too narrow. She has a right to gamble a little if she likes.

13. Suppose you and your wife are talking with some friends and you joke about the way women cook and dress. You see your wife is nervous. She may think you are talking about her. What would you do?

- \_\_\_\_\_ a) I'd talk about something else.
- \_\_\_\_\_ b) I'd go on with the story. She shouldn't be so sensitive.
- \_\_\_\_\_ c) I'd like to go on with the story, but I'd stop since she may be offended.
- \_\_\_\_\_ d) I can see why she might be nervouse, but I'd finish the story since I'm doing no wrong.



14. Suppose every time your wife's parents visit your home she follows their ideas as to running the house and does things she doesn't usually do. You feel she shouldn't let her parents influence her so much. What would you tell her?

- \_\_\_\_\_ a) Nothing. I shouldn't criticize her. She has a right to do as she pleases.
- \_\_\_\_\_ b) That I don't think her parents ought to run her thinking, but she's doing the only thing she can.
- \_\_\_\_\_ c) I'd tell her to think for herself.
- \_\_\_\_\_ d) She shouldn't hurt her parents, but it's her home and she should do what she wants to.

15. Suppose your wife agrees to let a neighbor take your three year old child on a short picnic. She feels the child will be in good hands, but you know very little about your neighbor at all. What would you do?

- \_\_\_\_\_ a) I'd trust her judgment.
- \_\_\_\_\_ b) I'm uneasy about the child's safety, but I still trust her judgment.
- \_\_\_\_\_ c) We probably have nothing to worry about, but I still think she shouldn't let the child go.
- \_\_\_\_\_ d) I'm right. She shouldn't let the child go

16. Suppose you spend so much time doing extra work on your job that your wife complains you aren't home often enough. You feel it is important to work hard now, but still she wants you to stay at home more. What would you do?

- \_\_\_\_\_ a) If I can show her how important my work is, she should understand and approve.
- \_\_\_\_\_ b) I'm unfair to her and am thinking only of myself.
- \_\_\_\_\_ c) I probably should stay at work, but it's more important for me to come home to her.
- \_\_\_\_\_ d) She's been selfish. She should understand my working as much as I think necessary.

17. Suppose some friends your wife has wanted you to meet for years will visit your home tonight. Your wife phones you about coming home early, but you have some extra work to do which you feel is important. What would you tell her?

- \_\_\_\_\_ a) My work is important, but it's more important that I meet her friends.
- \_\_\_\_\_ b) I'd meet her friends. She's wanted me to for a long time.
- \_\_\_\_\_ c) I'd like to meet her friends, but I shouldn't; I should work.
- \_\_\_\_\_ d) My work is more important. I'm staying.

18. Suppose you and your wife have wanted a dog for a long time. One day you come home with a dog which you like, but your wife says it isn't the kind she wants. What would you do?

- \_\_\_\_\_ a) I like this dog, and that ought to be good enough for her.
- \_\_\_\_\_ b) Take the dog back. I should have asked my wife what she wanted.
- \_\_\_\_\_ c) This may not be exactly the dog she wanted, but we should keep it anyway.
- \_\_\_\_\_ d) This is a good dog, but since she doesn't like it, I'll get her the one she wanted.

19. Suppose your friends want you to run for a high office, in your club, lodge, etc., and you would like to try for it, but your wife wants you at home more often. What would you do?

- \_\_\_\_\_ a) I'd be disappointed, but won't run since my wife doesn't want me to.
- \_\_\_\_\_ b) I'd try running.
- \_\_\_\_\_ c) I won't run since my wife wants me at home.
- \_\_\_\_\_ d) I'd like to please her by staying home, but I'd be too disappointed if I didn't run. I'll try it.

22. Suppose you've had the same job for ten years. You like the people there, but the job doesn't pay very much. One night your wife says you should get another job because she can't live on what you earn. You don't want to change jobs. What would you tell her?

- \_\_\_\_\_ a) She's right - I'll look for another job.
- \_\_\_\_\_ b) I like my job and she'll have to live on what I earn.
- \_\_\_\_\_ c) That I know we have money problems, but I like my job too much.
- \_\_\_\_\_ d) That I like my job, but I'll try to get another if she says so.

20. Suppose you and your wife belong to different religious groups. She feels it would be better for your child if you all had the same religion. She wants you to join her religious group. What would you tell her?

- \_\_\_\_\_ a) I know her religion means a lot to her, but she should join mine.
- \_\_\_\_\_ b) She should join my religion.
- \_\_\_\_\_ c) That I'd be happy to join her religious group.
- \_\_\_\_\_ d) My religion is important to me, but it's more important that I join hers.

21. Suppose you and your wife are saving money for when you retire. You feel she could spend less money on the house and herself. She says she doesn't want to give up the important personal things that women like to do. What would you tell her?

- \_\_\_\_\_ a) If she finds she can't spend less, then we'll save as we are saving now.
- \_\_\_\_\_ b) I hadn't thought what personal things mean to her. She shouldn't give them up.
- \_\_\_\_\_ c) I know it's hard giving up the things she wants, but she should try to save more.
- \_\_\_\_\_ d) She must think more of our future and cut down.

23. Suppose you believe that parents should be easier with their children but your wife likes the "old way" with more discipline. Recently your child has been a problem. Your wife says it's because you are too easy with him. What would you do?

- \_\_\_\_\_ a) Her method is better. I should have seen it sooner.
- \_\_\_\_\_ b) I know the child's been a problem, but it's because she's been too strict with him.
- \_\_\_\_\_ c) I hope I have done the right thing, but maybe her way is better after all.
- \_\_\_\_\_ d) My way isn't perfect, but at least it's better than hers.

24. Suppose your wife is going to take your son to the doctor for a check-up, but before she goes some friends ask her to go with them to a movie she's wanted to see for a long time. It's your day off and she asks if you would take your son to the doctor. What would you tell her?

- \_\_\_\_\_ a) That I'd take him to the doctor for her.
- \_\_\_\_\_ b) She shouldn't ask me to do this.
- \_\_\_\_\_ c) I know she'd like to see the movie, but it's my day off. She should take him.
- \_\_\_\_\_ d) It's my day off, but I would take our son to the doctor for her.

25. Suppose your wife has been complaining about pains and has gone to see several doctors, but they can't find anything wrong with her. She complains to you that she still feels the pains. What would you tell her?

- \_\_\_\_\_ a) The doctor was right. There's probably nothing wrong with her.
- \_\_\_\_\_ b) I fully sympathize with her. She should see another doctor.
- \_\_\_\_\_ c) She may feel pains, but there is probably nothing wrong with her.
- \_\_\_\_\_ d) Maybe there's nothing wrong with her, but I'd still sympathize with her.



## MARITAL INTERACTION BATTERY

Special Instructions

We hope that you will find this questionnaire interesting. This instrument deals with a series of problems that can and do occur to married couples. We are certain that you have not faced all of these problems, but we would like to know how you would solve such problems if you were the husband or the wife in such situations. We would like you to pretend that you are the husband or wife in the following problem situations. There are four possible ways that you solve each problem. We want you to put a check beside the way which you would choose in solving such a problem.

We recognize that you may believe that these are not the best ways to solve such problems; however, we would be gratified if you will choose the one solution which you think would come closest to the way you would solve the problem. Please answer all questions. Any questions that are not answered will make your entire set of responses useless for our purposes. Because of the mathematical treatment given these responses we need a response in every blank. Work along as rapidly in the test as you feel you can do comfortably, without destroying the accuracy of your response.

---

1. Suppose you and your husband are at a party. He's having a good time, but you are bored and ask him to leave with you. He says he doesn't want to leave. What would you do? (check one)

\_\_\_\_\_ a) I'd stay - He's enjoying himself.

\_\_\_\_\_ b) I would like to leave, but he's having such a good time, I'll stay.

\_\_\_\_\_ c) He's having a good time and has a right to stay, but he should leave since I want him to.

\_\_\_\_\_ d) We ought to leave since I want to go.



2. Suppose one day your husband tells you that he loves you very much, but also that he is attracted to another woman whom you both know. He says he doesn't love her, and his only feeling toward her is that she is an attractive person. What would you tell him?
- \_\_\_\_\_ a) I don't like the idea, but he has every right to have such thoughts.
- \_\_\_\_\_ b) He has no right to do such a thing. His attentions should be all on me.
- \_\_\_\_\_ c) His attraction may be innocent, but I have every right to take no chances and tell him that I don't like it.
- \_\_\_\_\_ d) I understand how he can feel that way and approve.
3. Suppose your new baby wakes up several times each night. You are tired because you get up at night and also care for the baby during the day while your husband works. You feel he should take turns at getting up at night, but then you realize he has to get up at 5:30 A.M. to go to work every morning. What would you tell him?
- \_\_\_\_\_ a) He should get up half the time. He should want to help me all he can.
- \_\_\_\_\_ b) He needs that extra sleep badly, but I'm tired too, so he should get up half the time.
- \_\_\_\_\_ c) I'm very tired, but it's really more important that he get his sleep.
- \_\_\_\_\_ d) It's my place to get up with the baby.
4. Suppose your husband pays the family bills and he feels he does it well. Lately he's forgotten to pay some small bills because he's been working too hard. You get some complaints from people he owes. What would you tell him?
- \_\_\_\_\_ a) He's handled the money all right, but since I can do a better job, I should take over.
- \_\_\_\_\_ b) He should keep on paying the bills, since he wants to.
- \_\_\_\_\_ c) He hasn't done a good job on them lately, but he should keep on paying the bills.
- \_\_\_\_\_ d) I should take over paying the bills. I can do a better job.

5. Suppose you feel that your child isn't doing as well as he could in school. You feel he should study more and be outside less. Your husband feels it's more important for him to play with other children. What would you tell him?

- \_\_\_\_\_ a) I want him outside and playing too, but it's more important that he make good grades.
- \_\_\_\_\_ b) I'm right. He doesn't know how important doing well in school is.
- \_\_\_\_\_ c) He should do well in school, but it's more important that he be outside and play with other children.
- \_\_\_\_\_ d) I'm wrong. The child should play more with other children and be in the fresh air.

6. Suppose your husband tells you that when he was young, he had been in court as a juvenile delinquent, but was found innocent. He has been a good husband, but has sometimes told you small lies. What would you tell him?

- \_\_\_\_\_ a) He should see why I doubt him.
- \_\_\_\_\_ b) I really believed him and knew how he felt.
- \_\_\_\_\_ c) He's lied to me before, but I'll try to believe him now.
- \_\_\_\_\_ d) He's been a good husband, but this is a serious matter and there is some doubt in my mind.

7. Suppose your husband is offered a job in another state which would double his pay. He wants the job, but you don't want to move because you'd leave all your friends. What would you do?

- \_\_\_\_\_ a) Tell him to take the job if he could show me it's a good idea.
- \_\_\_\_\_ b) Tell him to take the job. I can make new friends.
- \_\_\_\_\_ c) He shouldn't take the job because I can't leave my friends.
- \_\_\_\_\_ d) Let him tell me again what a good idea he thought it was. If I still didn't like it, we'd stay here.

8. Suppose one morning you agree to prepare your husband's favorite dish for supper, but having had a nap you oversleep, and don't have time to make his favorite dish. He comes home and is annoyed that you haven't cooked it. What would you tell him?

- \_\_\_\_\_ a) I couldn't help oversleeping, but I can see why he's angry.
- \_\_\_\_\_ b) He shouldn't get angry over such a little thing.
- \_\_\_\_\_ c) He should be angry. It's all my fault.
- \_\_\_\_\_ d) That I'm sorry I overslept, but he shouldn't get angry.

9. Suppose your husband drinks a lot but never gets drunk when you go out to parties. You tell him you want him to drink less, but he says he isn't hurting anybody and has a better time with a couple of drinks. What would you tell him?

- \_\_\_\_\_ a) I think he should follow my advice and not drink so much.
- \_\_\_\_\_ b) I want him to drink less, but he handles himself all right, so I wouldn't say any more.
- \_\_\_\_\_ c) I'd tell him he'd better stop drinking right now, or he'd regret it.
- \_\_\_\_\_ d) He can handle himself. I wouldn't say any more.

10. Suppose you've been married for 18 years and have two boys in school, ages 13 and 17. You are offered a job which you want to take. Your husband says you should stay at home and take care of the family. What would you do?

- \_\_\_\_\_ a) I'd stay at home because my husband knows best.
- \_\_\_\_\_ b) I'd stay home, though I'd like to work.
- \_\_\_\_\_ c) I have a right to use my own judgment and take the job.
- \_\_\_\_\_ d) If I told my husband how much the job meant to me he ought to change his mind and tell me to take it.

11. Suppose you have been asked to join a local club which husbands and wives join as couples. You want to, but your husband doesn't like the idea. What would you say to your husband?

- ☐ a) I want him to join with me, but if he doesn't want to I won't ask him again.
- ☐ b) If I can show him it's a good idea, he should join with me.
- ☐ c) He should join because I know best about such things.
- ☐ d) I have no right to ask him to join.

12. Suppose after you were married, your husband found out you liked to gamble sometimes. He has always been against gambling of any type and tells you to stop. What would you tell him?

- ☐ a) Even though I'm doing nothing wrong, I'll stop gambling since he wants me to.
- ☐ b) I'll stop gambling. I'm sorry I have deceived him.
- ☐ c) If I can show him I'm doing no harm, he should let me keep on gambling.
- ☐ d) He's been too narrow. I have a right to gamble a little if I want.

13. Suppose you and your husband are talking with some friends and he jokes about the way women cook and dress. You become nervous because you feel he's talking about you. What would you want him to do?

- ☐ a) I'd want him to talk about something else.
- ☐ b) Let him tell his story. I shouldn't be so sensitive.
- ☐ c) I know he'd like to go on with the story, but he shouldn't finish the story.
- ☐ d) It's true that I may be nervous, but he should finish the story.

14. Suppose every time your parents visit your home your husband says you follow their ideas as to running the house, and that you do things you don't usually do. What would you tell him?

- \_\_\_\_\_ a) He shouldn't criticize me, I have a right to do as I please.
- \_\_\_\_\_ b) I'm doing the only thing I can though it might seem that my parents are running my thinking.
- \_\_\_\_\_ c) I agree - I should think for myself.
- \_\_\_\_\_ d) I don't want to hurt my parents but it is my home and I should do what I want to.

15. Suppose you agree to let a neighbor take your three year old child on a short picnic. You feel the child will be in good hands, but your husband knows very little about this neighbor at all. What would you tell him?

- \_\_\_\_\_ a) That he ought to trust my judgment.
- \_\_\_\_\_ b) That I can see how he might be uneasy about the child's safety, but he should trust my judgment.
- \_\_\_\_\_ c) That we probably have nothing to worry about, but I agree I shouldn't let the child go.
- \_\_\_\_\_ d) He's right. I shouldn't let the child go.

16. Suppose your husband spent so much time doing extra work on his job that you complain he isn't home often enough. He feels it is important to work hard now, but you want him home. What would you tell him?

- \_\_\_\_\_ a) If he shows me how important his work is, I might understand and approve.
- \_\_\_\_\_ b) He's unfair to me and is thinking only of himself.
- \_\_\_\_\_ c) He might think he should stay at work, but it's more important to come home to me.
- \_\_\_\_\_ d) I've been selfish. I understand his working as much as he thinks necessary.



17. Suppose some friends you have wanted your husband to meet for years will visit you tonight. You phone your husband but he says he has some extra work to do which he feels is important. What would you tell him?

- \_\_\_\_\_ a) His work is important, but it's more important that he meet my friends.
- \_\_\_\_\_ b) He should meet my friends. I've wanted him to for a long time.
- \_\_\_\_\_ c) I'd like him to meet my friends, but he needn't since he wants to work.
- \_\_\_\_\_ d) His work is more important. He should stay.

18. Suppose you and your husband have wanted a dog for a long time. One day he comes home with a dog he likes, but it isn't the kind you want. What would you tell him?

- \_\_\_\_\_ a) He likes this dog, and that's good enough for me.
- \_\_\_\_\_ b) Take the dog back. He should have asked me what I wanted.
- \_\_\_\_\_ c) This isn't exactly the kind of dog I wanted, but we ought to keep it anyway.
- \_\_\_\_\_ d) It's probably a good dog, but still I would like to have the one I wanted.

19. Suppose your husband is urged to run for a high office in his club (lodge, etc.) and would like to try for it, but you want him at home more often. What would you do?

- \_\_\_\_\_ a) He'd be disappointed but he shouldn't run since I don't want him to.
- \_\_\_\_\_ b) He should not run. I want him at home.
- \_\_\_\_\_ c) I'd urge him to run.
- \_\_\_\_\_ d) I want him at home more but he'd be too disappointed. He should run.

20. Suppose you and your husband belong to different religious groups. You feel it would be better for your child if all of you had the same religion. You want your husband to join your religion, but you can see he does not like the idea. What would you tell him?

- \_\_\_\_\_ a) My religion means a lot to me, but I probably should join his.
- \_\_\_\_\_ b) I should join his religion.
- \_\_\_\_\_ c) That he should be happy to join my religion.
- \_\_\_\_\_ d) His religion is important to him, but it's more important that he join mine.

21. Suppose you and your husband are saving money for when he retires. Your husband feels that you could spend less money on the house and yourself, but you don't want to give up the important personal things that women like to do. What would you tell him?

- \_\_\_\_\_ a) If I find I can't spend less, then we should save as we are saving now.
- \_\_\_\_\_ b) He doesn't know what personal things mean to me. I won't give them up.
- \_\_\_\_\_ c) It's hard giving up things I want but I'll try to save more.
- \_\_\_\_\_ d) I will think more of our future and cut down.

22. Suppose for ten years your husband has had a job which he likes, but doesn't pay very much. One night you suggest he get another job which pays more, because you can't live on what he earns. He says he doesn't want to change jobs. What would you reply?

- \_\_\_\_\_ a) I'm right. He ought to look for another job.
- \_\_\_\_\_ b) Since you like your job so much, I'll live on what you make.
- \_\_\_\_\_ c) I guess liking your job is more important, even though we have money problems.
- \_\_\_\_\_ d) I know you like your job, but I'd like you to get another.

23. Suppose your husband believes that parents should be easier with their children, but you like the "old way" with more discipline. Recently your child has been a problem. You blame your husband, but he says it is your fault. What would you tell him?

- \_\_\_\_\_ a) My method is better. He should have seen it sooner.
- \_\_\_\_\_ b) I know the child's been a problem, and it is because I have been too strict with him.
- \_\_\_\_\_ c) I know he thinks he's been doing the right thing, but I believe my way is better after all.
- \_\_\_\_\_ d) His way is not perfect, but I guess it is better than mine.

24. Suppose you're going to take your son to the doctor for a check-up but just before you go some friends ask you to see a movie you've wanted to see for some time. It's your husband's day off. What would you say to your husband?

- \_\_\_\_\_ a) Take him to the doctor for me.
- \_\_\_\_\_ b) Nothing. I shouldn't ask him to take the child.
- \_\_\_\_\_ c) I'd like to see the movie, but it's his day off. I'll take him.
- \_\_\_\_\_ d) I know it's his day off but would he take our son to the doctor for me.

25. Suppose you have been complaining about pains and have gone to see several doctors, but they can't find anything wrong. You complain to your husband that you still feel the pains, but he thinks there is nothing wrong with you. What would you say to him?

- \_\_\_\_\_ a) The doctor was right; there is probably nothing wrong with me.
- \_\_\_\_\_ b) He should fully sympathize with me and tell me to see another doctor.
- \_\_\_\_\_ c) I may feel pains, but there is probably nothing wrong with me.
- \_\_\_\_\_ d) Maybe he feels there is nothing wrong with me, but he should try to help me.

COMPARISONS OF OCCUPATIONAL TRAVELERS AND NON TRAVELERS  
WITH MARITAL INTERACTION AND JOB SATISFACTION

by

BETTY JEAN KING MOORE

B.A., Kansas State University, 1961

---

AN ABSTRACT OF A MASTER'S THESIS

submitted in partial fulfillment of the

requirements for the degree

MASTER OF ARTS

Department of Sociology

KANSAS STATE UNIVERSITY  
Manhattan, Kansas

1965

Research during and since the war years has included investigations of the effects of occupational demands upon members of the family. Sears, Pintler, Lynn, and Sawry have dealt with effects of father-absence on the development of the child. Warner also gives the role of the executive's wife some investigation in "Big Business Leaders of America". Although research in this area is scattered, there has been some attention given to occupational demands and family relationships.

Another aspect of investigation concerned with occupational demands has dealt with job satisfaction. Early research spot-lighted working conditions while later work centered around informal and formal social structures. Within some major projects, frequent references to family interaction related to job satisfaction have been made. However, no major studies have compared these two factors alone to ascertain what sort of relationships might exist.

In the research project here described, the writer attempted to look for relationships between demands for occupational travel and marital interaction patterns as well as job satisfaction. Three hypotheses were presented. The first stated that there is a relationship between travel due to occupational demands and the type of marital interaction pattern of the couple involved. The second hypothesis postulated that there is a relationship between the amount of time required to travel and job satisfaction. The third and final hypothesis stated that there is a relationship between job satisfaction and patterns of marital interaction.

Two sample groups were collected, using the matched group technique. The first group included men who traveled, or were required to be away from home overnight because of their occupation. The second group included men who were not required to be away from home overnight and was designated as a group of non-travelers. When the final conclusions were drawn, a third group was established including non-travelers who had traveled at one time but were no longer traveling. Men and their wives were included in the sample.

The instruments administered to the sample groups were the Yale Marital Interaction Battery and a Job Satisfaction Scale composed by Robert P.



Bullock. The marital interaction test was aimed at discovering interaction patterns used by couples in solving problem situations which might occur in normal married life.

Results of this study showed no relationship between occupational demands for travel and marital interaction patterns; i.e., the hypothesis was not supported. Furthermore, there was not support at a statistically significant level for the hypotheses concerned with job satisfaction related to amount of travel and job satisfaction related to marital interaction patterns.

Although the hypotheses were not supported and no significant relationships existed in the problem studied, some interesting tendencies were shown in marital interaction patterns. For example, the wives from the non-traveling group showed slightly more dominance than the wives from the traveling group. On the other hand, the husbands of the traveling group showed more dominance than the husbands of the non-traveling group.

After final analysis and comparisons with related past research, it was suggested that further study of this problem include a larger sample with emphasis on adjustments necessary when traveling is necessary because of occupational demands.

## BIBLIOGRAPHY

### Books

- Herzberg, Frederick, et al. Job Attitudes, Review of Research and Opinions. Pittsburgh: Psychological Service of Pittsburgh, 1957.
- Hill, Reuben. Families Under Stress. New York: Harper & Bros., 1949.
- Hill, Reuben, and Waller, Willard. The Family, A Dynamic Interpretation. New York: Dryden Press, 1951.
- Kornhauser, Arthur, Dubin, Robert, and Ross, Arthur M. Industrial Conflict. New York: McGraw Hill, 1954.
- Locke, Harvey J., and Burgess, Ernest W. The Family. Chicago: American Book Company, 1955.
- Mead, Margaret. Male and Female. New York: Morrow & Co., 1949.
- Morse, Nancy C. Satisfaction in the White-Collar Job. Ann Arbor, Michigan: University of Michigan, 1953.
- Parsons, Talcott. Family Socialization and Interaction Process. Glencoe, Illinois: Free Press, 1955.
- Riley, John W., Riley, M. W., Toby, Jackson. Sociological Studies in Scale Analysis. New Brunswick, New Jersey: Rutgers University Press, 1954.
- Siegel, Stanley. Non-Parametric Statistics for the Behavioral Sciences. New York, Toronto, London: McGraw Hill, 1956.
- Stephans, William N. The Family in Cross-Cultural Perspective. Chicago: Holt, Rinehart, and Winston, 1964.
- Warner, William Lloyd. Big Business Leaders In America. New York: Harper and Bros., 1955.

### Monograph

- Bullock, Robert P. Social Factors Related to Job Satisfaction, A Technique for the Measurement of Job Satisfaction. ("Bureau of Business Research," No. 70.) Columbus: Ohio State University Press, 1952.

Articles and Periodicals

- Blalock, Hubert M. "Evaluating the Relative Importance of Variables," American Sociological Review, XXVI (December, 1961), 866-874.
- Buerkle, Jack V., and Badgley, Robin F. "Couple Role-Taking, The Yale Marital Interaction Battery," Marriage and Family Living, XXI (February, 1959), 53-58.
- Buerkle, Jack V., et al. "Altruism, Role Conflict, and Marital Adjustment: A Factor Analysis of Marital Interaction," Marriage and Family Living, XXIII (February, 1961), 20-26.
- Gianopulos, Artie, and Mitchell, Howard E. "Marital Disagreement in Working Wife Marriages as a Function of Husband's Attitude toward Wife's Employment," Marriage and Family Living, XIX (November, 1957), 373-378.
- Glick, Paul C., and Carter, Hugh. "Marriage Patterns and Educational Level," American Sociological Review, XXIII (June, 1958), 294-300.
- Heiss, Jerold S. "Interfaith Marriages and Marital Outcome," Marriage and Family Living, XXIII (August, 1961), 228-233.
- Helfrich, Margaret L. "The Generalized Role of the Executive's Wife," Marriage and Family Living, XXIII (November, 1961), 384-387.
- Luckey, Eleanore B. "Marital Satisfaction and Congruent Self-Spouse Concepts," Social Forces, XXXIX (December, 1960), 153-157.
- Lynn, David B., and Sawry, William L. "Effects of Father-Absence on Norwegian Boys and Girls," Journal of Abnormal Social Psychology, XVI (1959), 258-260.
- Mangus, A. R. "Role Theory and Marriage Counseling," Social Forces, XXXV (March, 1957), 200-209.
- Mangus, A. R. "Family Impacts on Mental Health," Social Forces, XXXV (August, 1957), 256-260.
- Powell, Kathryn Summers. "Maternal Employment in Relation to Family Life," Marriage and Family Living, XXIII (November, 1961), 350-355.

Rennie, Douglas. "Informal Status, Formal Structure, and Job Mobility in a Commercial Organization," The Sociological Quarterly, III (July, 1962), 220-227.

Sears, R. R., Pintler, M. H., and Sears, P. S. "Effect of Father-Absence on Pre-School Children's Doll Play Aggression," Child Development, XVII (May, 1946), 219-243.

Williamson, Robert C. "Socio-Economic Factors and Marital Adjustment in an Urban Setting," American Sociological Review, XIX (April, 1954), 213-216.

Worthy, J. C. "Organization Structure and Employee Morale," American Sociological Review, XV (April, 1950), 169-179.



Articles and Periodicals

- Blalock, Hubert M. "Evaluating the Relative Importance of Variables," American Sociological Review, XXVI (December, 1961), 866-874.
- Buerkle, Jack V., and Badgley, Robin F. "Couple Role-Taking, The Yale Marital Interaction Battery," Marriage and Family Living, XXI (February, 1959), 53-58.
- Buerkle, Jack V., et al. "Altruism, Role Conflict, and Marital Adjustment: A Factor Analysis of Marital Interaction," Marriage and Family Living, XXIII (February, 1961), 20-26.
- Gianopulos, Artie, and Mitchell, Howard E. "Marital Disagreement in Working Wife Marriages as a Function of Husband's Attitude toward Wife's Employment," Marriage and Family Living, XIX (November, 1957), 373-378.
- Glick, Paul C., and Carter, Hugh. "Marriage Patterns and Educational Level," American Sociological Review, XXIII (June, 1958), 294-300.
- Heiss, Jerold S. "Interfaith Marriages and Marital Outcome," Marriage and Family Living, XXIII (August, 1961), 228-233.
- Helfrich, Margaret L. "The Generalized Role of the Executive's Wife," Marriage and Family Living, XXIII (November, 1961), 384-387.
- Luckey, Eleanore B. "Marital Satisfaction and Congruent Self-Spouse Concepts," Social Forces, XXXIX (December, 1960), 153-157.
- Lynn, David B., and Sawry, William L. "Effects of Father-Absence on Norwegian Boys and Girls," Journal of Abnormal Social Psychology, XVI (1959), 258-260.
- Mangus, A. R. "Role Theory and Marriage Counseling," Social Forces, XXXV (March, 1957), 200-209.
- Mangus, A. R. "Family Impacts on Mental Health," Social Forces, XXXV (August, 1957), 256-260.
- Powell, Kathryn Summers. "Maternal Employment in Relation to Family Life," Marriage and Family Living, XXIII (November, 1961), 350-355.

Rennie, Douglas. "Informal Status, Formal Structure, and Job Mobility in a Commercial Organization," The Sociological Quarterly, III (July, 1962), 220-227.

Sears, R. R., Pintler, M. H., and Sears, P. S. "Effect of Father-Absence on Pre-School Children's Doll Play Aggression," Child Development, XVII (May, 1946), 219-243.

Williamson, Robert C. "Socio-Economic Factors and Marital Adjustment in an Urban Setting," American Sociological Review, XIX (April, 1954), 213-216.

Worthy, J. C. "Organization Structure and Employee Morale," American Sociological Review, XV (April, 1950), 169-179.

