

OPINIONS OF ADOLESCENT GIRLS TOWARD EMPLOYMENT AFTER MARRIAGE

by

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CHAPTER I

INTRODUCTION

Until recently the general view was that maternal employment had a great many effects on children--all of them bad. In the last decade research has challenged this view (Nye and Hoffman, 1963).

Effects of maternal employment are difficult to measure. Whether these effects are good or bad depends upon many factors.

Maternal employment is becoming a more accepted and important element of our society. By 1962, over forty per cent of mothers of children six to seventeen years of age were in the labor force (U.S. Dept. of Labor, 1963). Now the question is not whether maternal employment is good or bad, but what the implications are for family relationships, sex roles, family income, leisure time activities, and the educational field.

Maternal employment can mean one thing for one mother and something quite different for another. Among variables important in maternal employment are: part-time versus full-time; professional versus non-professional; work-satisfaction versus work-dissatisfaction; husband approval versus husband

disapproval; necessity versus choice; and school age children versus preschool children.

In the study of human behavior, the way the individual views the situation is an important element. The only study concerning children's perception of maternal employment was by Mathews (1933) who asked students ranging from fifth grade to seniors in college to list advantages and disadvantages of mothers working regularly outside the home.

Because of the investigator's interest in and work with adolescent girls, it seemed important to study opinions of adolescent girls toward after-marriage employment. A deeper understanding of the real feelings of this age group was gained from knowledge of their opinions and vocational aspirations in regard to employment after marriage. In turn, such understanding facilitates guidance for present adjustment and future development of youth.

The major objectives were (1) to compare opinions toward after-marriage employment held by adolescent girls whose mothers were employed outside the home and those whose mothers were not gainfully employed; and (2) to investigate vocational aspirations of adolescent girls in regard to after-marriage employment.

CHAPTER II

REVIEW OF THE LITERATURE

Peterson (1964), director of Women's Bureau of the United States Department of Labor, stated that the place of the employed wife and mother in the work force has been well established.

In Rochester, New York, during 1920, 24.7 per cent of the married women living with their husbands were working for money, but only 7.5 per cent of this group were working outside the home (Nienburg, 1923). A similar study made in Rochester in 1960 (U.S. Dept. of Commerce, 1962) showed that 36.7 per cent of married women living with their husbands were gainfully employed outside the home. The research indicated that most of the earning wives in 1920 could coordinate their homemaking and earning activities because both were centered in the same place. Today, homemaking and earning activities may more often be competitive (Rollins, 1963).

From interviews with 909 Michigan wives, Blood and Wolfe (1960) found that maternal employment was geared closely to the family life cycle and economic need. Only 3 per cent of the mothers worked during the preschool stage in the family life cycle when their husband's income was over \$5,000

annually, whereas, 16 per cent worked when their husband's income was under \$5,000. Sixty-two per cent of the wives who had no children were employed outside the home.

Peterson (1964) also expressed the belief that economic need had direct bearing on whether a mother went out to work. The economic reasons for which mothers worked were beyond providing food, shelter, and other bare necessities. One was to provide a sound education for children.

The employed wives in Caudle's (1964) study were working in order to buy extra things for the family or to meet daily living expenses. Fewer of these employed wives owned their homes or owned equipment such as electric mixer, range, washing machine, stereo, dishwasher, and electric blender than the control group of full-time homemakers. Only 17 per cent were employed because they preferred working over remaining at home.

Effects of Maternal Employment

The effects of maternal employment on adolescent-parent relationships and roles were studied by Essign (1945), Hoffman (1961), Peterson (1961), Roy (1961), Wade (1962), and Whitmarsh (1965). In Essign's (1945) study a greater percentage of daughters of working mothers than of daughters of non-working mothers felt their home life was not happy and there was lack of communication between parents and daughter.

In a study on personality adjustment of adolescent daughters of employed mothers, Hoffman (1961) classified the

control group and the experimental group by whether the mother enjoyed her work or disliked her work. Out of eighty-eight working-mother families, 74 per cent disliked working. The over-all pattern of findings suggested that the mother who enjoyed her work was relatively high on positive effect toward her daughter, used mild discipline, and tended to avoid inconveniencing the child with household tasks. The daughter was relatively nonassertive and ineffective. The mother who disliked working, on the other hand, seemed less involved with her daughter altogether. The mother obtained the daughter's help with tasks and the daughter was assertive and hostile.

Peterson (1961) found that maternal employment had almost no effect upon adolescent girls' perceptions of the mother-daughter relationship in regard to interest and control by the mother. There were no differences between adolescents of working mothers and adolescents of non-working mothers in Roy's (1961) study except the amount of household chores was greater for the adolescents in the employed-mother group.

Wade (1962) tested school achievement of seventh grade students. Comparing the test scores of those with one parent working to the group with both parents fully employed, no difference was found in their average achievement levels.

The findings by Whitmarsh (1965) indicated that the adolescent daughters of employed mothers had fewer recognized problems than the daughters of full-time homemakers. These

adolescent girls were sixteen to eighteen years of age and from intact families.

Maternal employment may also affect the activities in which women participate. In a mailed questionnaire study by Nye (1958, original not seen, reported by Siegal, 1963) 400 nonworking mothers were compared with 199 mothers working full-time. The two groups did not differ in the extent of participation in commercial recreation, such as bowling or movies, and in family recreation that included visiting relatives, picnics, and family games. However, they did differ in the extent of the women's informal social relations outside the family. Nonworking mothers spent more time in chatting with people, attending parties, and watching television.

Employed homemakers, both childless wives and mothers, spent as much time as nonemployed homemakers in voluntary community participation in Rothe and Newark's (1958) survey. These same employed homemakers spent much less time watching television than the full-time homemakers, as was noted in the Nye (1958) research study.

Attitudes Toward Maternal Employment

Attitudes toward maternal employment were studied in the 1920's by Groves (1928). Using informal interviews, Groves (1928) concluded that the way adolescents perceive their home situation in regard to maternal employment depends upon whether their friends' mothers were employed or unemployed.

The work of Groves (1928) stimulated Mathews (1933) to study the development of children's attitudes concerning mothers' out-of-home employment. Mathews studied responses of 400 children ranging in age from fifth grade up to seniors in college. Each respondent listed the advantages and disadvantages that might come if mothers worked regularly outside the home. The advantages and disadvantages listed by the fifth-grade students were about equal in frequency. In the high school group, about 55 per cent of the responses were critical of mothers working outside the home. Mathews (1933) stated that the high school students didn't want to assume responsibilities required of them when their mothers worked. Almost 66 per cent of the university seniors' responses were listed under disadvantages, although these students had some pride in women working.

A second study by Mathews (1934) indicated similarity of attitudes of children whose mothers were gainfully employed when compared to children whose mothers were not employed.

As part of a research team project, the attitudes of women regarding gainful employment of married women were studied by Glenn (1959). During an interview, questions were asked to identify the attitudes of the respondent regarding justifiable reasons for married women to work at an outside job. Willingness to approve married women working appeared to be influenced by reason for employment and ages of children. The majority of the respondents indicated that economic

reasons were the most valid reasons for married women to work. The women interviewed approved of mothers with preschool and elementary age children holding an outside job only when circumstances were such that it becomes necessary. As children increased in age, greater approval of outside work was evidenced.

In Payne's (1956) survey of 901 eighth-grade and twelfth-grade students, boys were asked: "Do you expect your future wife to work after you are married?" Over three-fourths of these boys gave an unqualified "no" answer. Girls were asked, "Do you expect to work at some job after you complete your schooling and before you marry?" and "Do you expect to work at some job after you marry?" In response to the first question, nine out of ten responded "yes." For the second question over one-half said they expected to work after marriage and another tenth indicated they might work after marriage. The eighth-grade girls were more likely to expect not to work after marriage than were the twelfth-grade girls.

Kern (1965) also used ninth-grade and twelfth-grade students to investigate some of the opinions about the proper home and occupational activities of women. The over-all results indicated that traditional attitudes were held about the primary function of women in the home. The twelfth grade girls were more liberal in their views and agreed to the idea of career roles for married women who did not have children,

but their responses indicated that these women should have a sense of duty to their husbands. Concepts held about the appropriate roles of married women who have children were not clearly defined by the twelfth-grade girls, although they did not completely reject careers for these mothers.

Vocational Aspirations of Adolescent Girls

Some have believed that girls really do not expect to work after marriage even though the girls say they will probably be employed (Miller and Evans, 1962). Another view was that the average girl sees a career as merely a way of life between school and marriage (Hurlock, 1955).

In 1954, 800 boys and 772 girls in several high schools were asked to state their vocational choices. Selections seemed to be impractical. Over two-fifths of this group wanted to enter professional fields, but less than 9 per cent of adults were in these fields. The vocations selected by the girls were concentrated in two fields--professional and clerical work (Cole and Hall, 1964).

In a study by Stevenson (1955) fifty-four per cent of the ninth-grade girls aspired to professional occupations. The vocation most frequently mentioned by the girls was secretary, which was chosen by 23 per cent. Fourteen per cent chose entertainment, 8 per cent preferred teaching, and 7 per cent selected nursing.

Gough (1952) completed a research study in which the girls were interested in less active, less dangerous, and

less adventurous occupations than boys. Girls preferred work that was social in nature and offered them an opportunity to help others. Teaching, nursing, social service, and office work appealed to these girls.

In a national survey (Survey Research Center, 1956) of adolescent girls, hopes were expressed for a job requiring some skill which would interest and stimulate, as well as, permit femininity. The three jobs chosen most often were secretary, nurse, and teacher. They all share the feminine ideal of helping other people.

Nearly half of the 1004 high school senior girls in Slocum and Empey's (1956) investigation indicated that they were planning to attend school the following year. The responses did not reflect any general dislike for work. Again, the majority of girls stated their preference to work with people.

Zapoleon (1961) stated that women were more handicapped in occupational planning than men because of the greater unpredictability of what roles they will play and when. No longer does a woman have to choose between marriage and a career. Often she will have both. For some it is at different intervals, while for others it is a dual role of mother and employed worker.

Eva Ross (1964), head of the Department of Sociology at Washington Trinity College, believed that women who wish to be employed had found a new perspective on maternal

employment. These women have found that useful employment supports their family goals. The employed mother has opened a new outlook for her daughter and succeeding generations.

The present study compared opinions of adolescent girls whose mothers were employed to opinions of girls whose mothers were not employed in regard to justifiable reasons for mothers to be employed outside the home and stages in the family life cycle in which they approved maternal employment. It was also unique in surveying views toward specific activities for which employed mothers have enough time. These activities were classified under personal, community, family, and housekeeping. An attempt was made to find what kind of work adolescent girls actually perceive themselves doing if employed after marriage.

CHAPTER III

PROCEDURE

The study was conducted at Wichita High School West, Wichita, Kansas, using subjects enrolled in homemaking classes. The sample was selected from subjects that met the following criteria: (a) member of intact family and (b) a classification of senior. The ages of the girls used as subjects were all either seventeen or eighteen. Subjects whose mothers had never been employed outside the home since childbirth composed the Homemaker Mothers' Daughters group (HMD). Subjects whose mothers were currently gainfully employed full-time and had been employed for at least one year comprised the Working Mothers' Daughters group (WMD). The average length of employment for the mothers (since the birth of a child) was nine years. Twenty subjects with mothers were full-time homemakers and twenty subjects with mothers employed full-time comprised the sample.

A check-list questionnaire (Appendix p. 38) completed by the subjects was used for collecting data. Questions were designed to obtain information concerning adolescent girls' opinions toward employment after marriage and their aspirations in regard to a vocation after marriage.

Items two and six on the questionnaire were adapted from research completed by Glenn (1959) concerning attitudes of women regarding gainful employment of married women. These deal with family-life stages in which it is all right for married women to work and with good reasons for mothers to work outside the home.

To survey the opinions of the girls in regard to activities for which working mothers have enough time, activities were classified using the following areas: personal activities, community activities, housekeeping activities, and family activities. Item four was constructed using five activities from each area (Appendix p. 39) arranged in random order.

The 1962 Handbook on Women Workers (U.S. Dept. of Labor, 1963) was used for selecting vocations listed in Item 5. Included were the twenty-five occupations most frequently chosen by women as reported in the 1960 census. Closely related jobs were combined to make sixteen categories.

A pilot study was conducted at Leon High School, Leon, Kansas, in an advanced homemaking class. Twelve senior girls completed the questionnaire. From the compiled results and recorded verbal questions, revisions were made for the final questionnaire.

Comparisons of opinions were made between the HMD group and the WMD group. Responses were combined for an over-all view of results.

CHAPTER IV

RESULTS

On the questionnaire, five items dealt with opinions concerning employment of mothers. Six items dealt with aspirations of the subjects regarding after-marriage employment. The other five items were included in order to identify the sample. The HMD group was made up of twenty senior high school girls whose mothers had never worked outside the home since childbirth. The WMD group was composed of twenty high school senior girls whose mothers worked full-time and had been employed for one year or more.

Opinions of Adolescent Girls Concerning Employment of Mothers

Almost one-fourth (9) of the subjects gave an unqualified "yes" to the question "Do you think it is all right for married women to be employed?" The responses were about equally divided between the WMD and HMD groups. All the other subjects (31) gave qualified approval: "depends upon conditions." None of the respondents expressed the belief that married women should never be employed.

From a list of eighteen reasons why mothers were employed, subjects were asked to check each that seemed to be a good reason. The WMD group responded 144 times to reasons

listed in this item compared to a fewer number (117) checked by the HMD group. In Table 1 the reasons for employment are presented with the frequency with which each was checked by each group.

The most valid reason for a mother to work according to both WMD and HMD groups was to pay debts. Seventy per cent or more in the WMD group chose the following justifiable reasons for maternal employment: pay debts; help husband finish education; provide education for children; and provide necessities of life. In the WMD group, 70 per cent or more checked these four reasons approved by the HMD plus two more: buy needed equipment and buy a home. (These were checked by 45 and 55 per cent of the HMD group respectively.) These six reasons accounted for ninety-eight responses from the WMD group and eighty-six responses from the HMD group.

The reasons that were considered justifiable for employment of mothers by the majority in both groups were educational advancement and economic necessity. According to studies by Blood and Wolfe (1960), Caudle (1964), Glenn (1959), and Peterson (1964) the most common reason for maternal employment was found to have an economic basis. Of course, helping husband to finish education and providing education for children may be closely connected with desire for economic betterment. More education may mean a better job, more salary, more things.

TABLE 1

FREQUENCY AND PERCENTAGE OF RESPONSES ON JUSTIFIABLE
REASONS FOR MOTHERS TO BE EMPLOYED

Reasons	Frequency		Percentage	
	HMD	WMD	HMD	WMD
Buy a new car	0	3	0	15
Help husband finish education	16	13	80	90
Dislikes housekeeping	2	1	10	5
Pay debts	20	19	100	95
Wishes to work with husband	1	2	5	10
Buy needed equipment	0	14	45	70
Prefers working with people	0	3	15	15
Care for dependent relatives	7	0	35	45
Help educate brother or sister	7	8	35	40
Buy a home	11	14	55	70
Homemaking doesn't keep busy or interested	2	2	10	10
Provide education for children	16	18	80	90
Community need for services	3	4	15	20
Education wasted if not used	0	0	0	0
Provide advantages for children	4	11	20	55
Working is more respectable than housework	0	1	0	5
Buy expensive furniture	0	2	0	10
Provide necessities of life	16	15	80	75

The WMD group approved more reasons for mothers to be employed than the subjects in the HMD group. The reasons checked only by WMD subjects were: buy a new car (3); working is more respectable than housework (1); and buy expensive furniture (2).

The largest difference for any individual reason between the responses of the two groups appeared in "provide advantages for children." Fifty-five per cent of the daughters of employed mothers believed this to be a good reason, while only 20 per cent of the daughters of full-time homemakers checked this reason. The same trend was evident when 70 per cent of the WMD and 45 per cent of the HMD checked being employed to "buy needed equipment" as a good reason.

The only reason which no one considered justifiable for employment of mothers was "education wasted if not used."

The subjects were asked whether they thought mothers who were employed enjoyed working at their job. Nine in the WMD group checked "yes" and four qualified their affirmative answer with written in "sometimes" or "depends." Six of this group checked "no." For the same question, a more positive opinion was displayed toward maternal employment by the HMD group. Seventeen of this group marked "yes." Two indicated that they felt mothers may or may not enjoy their job and only one checked "no."

The pattern found in opinions on the stages of the family-life cycle in which maternal employment was approved

is presented in Figure 1. Both groups almost unanimously endorsed work outside the home for women who either have no children or whose children are not living at home. This was a similar finding to that of Kerns (1965). There was a different picture presented for the mother with children in the home. None of the HMD group approved of mothers with preschool-age children being employed, whereas, 15 per cent of the girls with employed mothers approved. Although the percentages of agreement were increasingly larger for mothers with elementary-age and high school-age children, the differences between the HMD and WMD group were in the same direction as the preschool-age. From 20 to 30 per cent more of the daughters of employed mothers checked that it was all right for mothers of elementary and high school-age children to be employed than the subjects in the HMD group. It was interesting to note that one girl in the WMD group disapproved of women working before they had children and after children no longer lived at home, yet agreed to employment for mothers with high school-age children.

In Blood and Wolfe's (1960) study, maternal employment was actually geared closely to the family-life cycle. Sixty-two per cent of wives with no children were employed. Less than 16 per cent of the wives worked outside the home if they had preschool-age children.

A comparison was made of the frequency of responses concerning activities for which employed mothers had time.

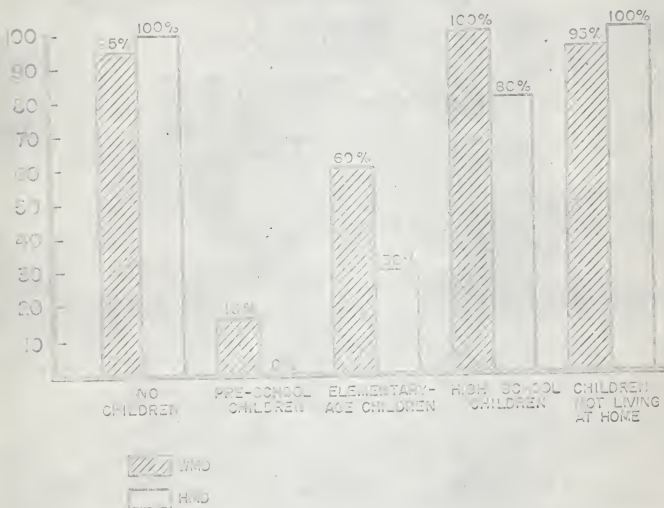


FIGURE 1

PERCENTAGE OF SUBJECTS WHO AGREED THAT IT IS ALL RIGHT FOR A MARRIED WOMAN TO WORK UNDER GIVEN CONDITIONS.

The opinions of the two groups were very similar after compiling and classifying activities into four groups (Appendix p. 43). There were five activities listed in each of the four areas: personal, housekeeping, community, and family. The results are reported in Table 2. There were possible one hundred responses for each group in each area.

Over ninety per cent of the responses in both the WMD group and the HMD group pointed up that employed mothers "always" (119) or "sometimes" (68) had time for housekeeping. The two groups differed in the assurance they felt about employed mothers having time for housekeeping duties even though it was ranked first by both. Fifty-two of the responses of daughters of full-time homemakers indicated that employed mothers "always" had time for housekeeping activities, while a larger number (67) of the responses of daughters of employed homemakers fell in this category.

The second group of activities for which mothers working outside the home most likely had time, according to the WMD group, was personal activities. These personal activities included hobbies, entertainment by or of her friends, reading, getting hair fixed, and letter writing. Family activities came third for the WMD group while they felt that mothers had the least amount of time for community activities.

The HMD group indicated that employed mothers more often had time for family activities than for personal

TABLE 2

FREQUENCY COMPARISON OF COMPILED ACTIVITIES FOR WHICH
RESPONDENTS BELIEVED EMPLOYED MOTHERS HAVE TIME

Group	Personal			Housekeeping			Community			Family		
	Always	Sometimes	Never	Always	Sometimes	Never	Always	Sometimes	Never	Always	Sometimes	Never
HMD	19	48	33	52	39	8	11	41	47	21	53	26
WMD	11	66	21	67	28	4	12	44	42	25	52	23
Total	30	116	54	119	63	12	23	85	69	46	105	49

activities. Even so, there were twenty-six responses of "never" in relation to family activities by the HMD group. The group of family-related activities were: attending school functions, chauffeuring the family, parties for children's friends, answering children's questions, and special family celebrations and/or family vacations.

The HMD subjects agreed with the subjects in the WMD group that the employed mother had the least amount of time for community activities. Among the activities so classified it was found that seventy-three per cent (29) of the total subjects felt that employed mothers "never" had time for "leading youth groups" and a similar percentage (63 per cent)

also checked "never" for "community projects." Rothe and Newark (1958) found that a group of employed homemakers spent as much time as nonemployed homemakers in voluntary community participation. The present study does not explore the feelings of the subjects concerning the use of time by full-time homemakers. It may be that high school girls perceive all mothers as having less time for community participation than for other important activities.

Although the differences were small, the HMD subjects checked "never" more often in every area than the WMD respondents. The greatest difference between the two groups on activities which an employed mother "never" had time was for personal activities. "Never" accounted for thirty-three of the responses of the HMD group under personal activities, whereas, only twenty-one of the responses from the WMD group fell in the category.

High school senior girls whose mothers were employed differed in some views regarding maternal employment from girls whose mothers did not work outside the home. HMD subjects had a more positive opinion of employed mothers' enjoyment of their job than did the WMD subjects. However, the HMD participants perceived employed mothers as more often "never" having time for certain activities than the WMD group. Although both groups agreed employment of married women was all right before children were born or after children left home, the WMD subjects gave greater approval for maternal employment while children are growing up.

On the other hand, the two groups had many similarities in opinions. They agreed that it was all right for married women to work. Generally, the same reasons were selected as justifiable for mothers to be employed. The reasons endorsed by the largest number of subjects were economic in nature. In addition, the girls thought that provision for education was a valid reason for mothers to work. The reasons that were rejected had to do with "self-fulfillment"; such as education wasted if not used, homemaking doesn't keep busy or interested, and wishes to work with husband. The subjects in both groups perceived employed mothers as having the most time for housekeeping activities and the least time for community activities.

Aspirations in Regard to After-Marriage Employment

To survey the plans of the participants for the future, three groups of questions were used. These included vocational aspirations (Item 5), expectations for after-marriage employment (Item 7-9), and advanced training intentions (Items 16 and 17).

In Figure 2 the percentage of subjects that expected to be employed after marriage is presented. The majority (95 per cent of the WMD group and 75 per cent of the HMD group) of these senior girls pictured themselves working outside the home after marriage and before they had children. While their children were growing up, only 30 per cent of the WMD group and 10 per cent of the HMD group expected to be



FIGURE 2

PERCENTAGE OF SUBJECTS THAT EXPECTED TO BE EMPLOYED AFTER MARRIAGE.

employed. Actually, in 1958 over 40 per cent of mothers of children six to seventeen years of age were in the labor force (U.S. Dept. of Labor, 1963).

"Do you expect to be employed after your children leave home?" was a question that received reversed reactions from the two groups. Seventy per cent (14) of the WMD group responded "yes" with the remaining 30 per cent answering in the negative. Only 40 per cent of the HMD group gave positive answers for working outside the home after their children had left compared to 60 per cent checking "no." In a study by Payne (1956) one-half of the girls expected to work after marriage, but this study did not allow for a difference of opinion regarding employment in view of the presence of children in the home.

Despite the fact that more of the HMD group (relation to the WMD group) perceived the employed mother as enjoying her work, fewer of them aspired to employment at anytime during marriage. This no doubt is linked to their perception of the employed mother as more often "never" having time for other important activities.

In surveying vocational aspirations, a check-list of sixteen occupations were listed with space for others to be written. Each participant checked two vocations that she thought would be suitable if she were employed after marriage. The frequency of occupational choices by the subjects is shown in Table 3. The occupations are listed in descending

TABLE 3

FREQUENCY OF FIRST AND SECOND OCCUPATIONAL CHOICES FOR
AFTER-MARRIAGE EMPLOYMENT

Occupations Listed On Questionnaire ^a	Choice of Subjects	
	FMD	WMD ^b
Secretary, typist, or stenographer	10	10
Sales clerk	5	6
Manufacturing worker	1	0
Household worker	0	0
Bookkeeper or cashier	2	2
Teacher	3	4
Waitress	0	1
Cook or worker in kitchen	3	0
Registered nurse or other medical worker	5	0
Practical nurse or hospital attendant	3	0
Telephone operator	1	3
Babysitter in another home	1	0
Laundry and/or dry cleaning operator	0	0
Clothing, fabric, or accessory shop owner	1	0
Beauty operator	3	6
Office machine operator	7	3

^aOccupations are listed in descending rank order according to number of women employed nationally in each.

^bThree respondents wrote in occupations under "other" and one did not select a second occupation.

rank order according to number of women employed nationally in each (U.S. Dept. of Labor, 1963).

When asked what vocation they would consider suitable if employed after marriage, the largest number of responses (25 per cent) was "secretary, typist, or stenographer." This was selected by ten respondents in the LMD group and ten respondents in the WMD group. These choices seemed practical since "secretary, typist, or stenographer" ranked number one nationally.

The second ranked occupation, sales clerk, was selected by five girls in the LMD group and six girls in the WMD group. Beauty operator and office machine operator, which were ranked fifteenth and sixteenth nationally, accounted for 25 per cent of the choices.

Occupations that were not checked by any of the subjects were: household worker (Rank 4), cook or worker in a kitchen (Rank 3), and laundry and/or dry cleaning operator (Rank 13). Each of the following were checked only once: manufacturing worker (Rank 3), waitress (Rank 7), babysitter in another home (Rank 12), and clothing, fabric, or accessory shop owner (Rank 14). Three vocations added by the respondents were social worker, nursery school director, and model.

All of the mothers of the WMD group held occupations that were classified under nine of the first eleven nationally ranked occupations. Forty-five per cent of these mothers were working in occupations that were not chosen by any of the WMD subjects.

Twelve (15 per cent) of the occupational selections made by the subjects were in professional fields. These were equally divided between the two groups. In view of the top-ranking jobs for women, this was more realistic than the 40 per cent (Cole and Hall, 1964) and 54 per cent (Stevenson, 1955) who aspired to professional occupations in other studies.

The subjects were asked if they planned to take advanced training and if they planned to graduate from a four-year college or university. The results are presented in Table 4. The frequency of answers under each response was identical for the two groups except that one EMD subject did not respond to plans for graduation from college.

Sixty per cent of the subjects indicated plans to take advanced training after high school. This compared to the finding that 50 per cent of the senior girls in a survey completed in Washington state (Slocum and Empey, 1956) planned to attend college the following year.

Although the participants were in the later part of their senior year of high school, 35 per cent were still undecided as to advanced training. Only two of the forty girls in the study, however, definitely did not plan for any further training.

Eight of the twenty-four checking "yes" to advanced training also planned to graduate from a four-year college or university. Again, the number from each group was identical.

TABLE 4

PLANS OF SUBJECTS BEYOND HIGH SCHOOL

Advanced Training						
Group	Frequency			Percentage		
	Yes	Undecided	No	Yes	Undecided	No
WMD	12	7	1	60	35	5
WHD	12	7	1	60	35	5
Total	24	14	2	60	35	5
Complete Four Year College						
Group	Frequency			Percentage		
	Yes	No	No response	Yes	No	No response
WMD	4	15	1	20	75	5
WHD	4	16	0	20	80	0
Total	8	31	1	20	77	3

In relating training plans to vocational aspirations, it was found that all eight who planned to graduate from college had indicated appropriate vocations. Six selected "teacher" as their first choice; one had checked registered nurse or other medical worker; and social worker was written in by the other respondent.

In one case the training plans and vocational aspirations did not coincide. This participant's first choice for a vocation was beauty operator, yet she said "no" under the question "do you plan to take advanced training after high school."

In surveying the plans of the participants for the future, their expectations for employment were closely related to their opinions toward after-marriage employment. There was much more approval and expectation of employment before children were born and after they left home than while they were growing up. In general, more of the daughters of employed mothers planned for employment in each stage of the family life cycle, than the daughters of non-employed mothers. Fewer of all the respondents expected to be employed while their children were growing up than will likely be the case, according to the national average.

Vocational aspirations seemed to be practical, both from the standpoint of jobs chosen and training planned. All but three vocations were among the twenty-five most common jobs for women. The training which the girls planned matched in every case, except one, the vocations they had selected.

CHAPTER V

SUMMARY AND CONCLUSIONS

Since maternal employment has become an important social and economic factor in our society, the variables have been studied by researchers in many different ways. The purpose of this study was to investigate adolescent girls' views toward maternal employment.

The subjects for the study were forty senior girls at Wichita High School West, Wichita, Kansas, enrolled in homemaking classes. The twenty that comprised the Working Mothers' Daughters (WMD) group, whose mothers were employed full-time, were compared to a Homemaker Mothers' Daughters (HMD) group, made up of twenty girls whose mothers had not been employed since childbirth. A check-list questionnaire was used for collecting data.

Almost one-fourth (9) of the subjects gave an unqualified "yes" to the question in regard to whether it was all right for married women to be employed. The remaining thirty-one subjects stated that it would depend upon conditions.

The WMD group approved more reasons for mothers to be employed than the participants in the HMD group. Six reasons were checked by 70 per cent or more of the WMD group, whereas,

only four of these reasons were approved by the same percentage of the HMD group. All of these reasons considered justifiable for employment could be classified as economic reasons. The largest difference between the two groups for any individual reason appeared in "provide advantages for children." Fifty-five per cent of the WMD selected this reason while only 20 per cent of HMD subjects considered it as a good reason.

The majority (17) of the girls whose mothers were full-time homemakers believed that mothers who are employed enjoyed working at their job. In the WMD group, the subjects were about evenly divided between ones who thought mothers enjoyed the outside job and ones that questioned her enjoyment.

The senior girls in the study endorsed working outside the home for women who had no children or whose children were not living at home. For mothers with children at home, the age of the children influenced approval of being employed. As children increased in age, greater approval of outside work was evidenced. At all stages in the family-life cycle where children were concerned the WMD group subjects were more liberal in their views toward maternal employment than the HMD group subjects.

Over 90 per cent of the responses from both groups indicated that employed mothers had time for housekeeping activities. Responses from the WMD group indicated that

these adolescent girls perceived employed mothers as having, about equal time for personal and family activities, whereas, the HMD group responses gave precedence to family activities over personal activities. Both groups implied by their responses that the employed mother had the least time for community activities. More often than WMD subjects, HMD subjects checked that employed mothers "never" had time for items in all four activity areas.

Most of the respondents thought they would be employed after marriage and before they had children. Thirty per cent of the WMD group and ten per cent of the HMD group expected to be employed while their children were growing up. However, presently a larger percentage of mothers with children are employed in the labor force. In general, more of the WMD group planned for employment in each stage of the family-life cycle. The difference in expectations of the two groups was widened after the children left home.

When asked what vocation they would consider suitable if employed after marriage, the largest number of responses was for "secretary, typist, or stenographer." Other occupations chosen frequently were in the following order: sales clerk, office machine operator, beauty operator, and teacher. Seven of the sixteen occupations on the check-list were not selected or were chosen by only one respondent. Fifteen per cent of the selections were in professional fields. Three

subjects chose occupations not listed nationally in top twenty-five: social worker, model, and nursery school director.

Sixty per cent of the subjects planned to take advanced training after high school. Although the participants were in the later part of their senior year of high school, 35 per cent were still undecided as to advanced training. The 20 per cent that planned to graduate from a four year college or university had selected appropriate vocations in relation to training anticipated.

One limitation of this study was that only girls enrolled in homemaking classes were included. The sample was limited to one high school. No control was placed on socio-economic status of the subjects' families.

Although these findings were based on a limited sample, the following conclusions have been made:

1. Whether or not a mother was employed affected her daughter to some degree on:

- a. perception of enjoyment connected with a job when combined with homemaking
- b. choice of stages in the family-life cycle in which it was all right for mothers to be employed
- c. perception of time employed mothers had to spend on various activities
- d. plans for after-marriage employment in regard to stages in the family-life cycle she expected to be employed

2. Economic reasons were considered most valid for maternal employment.

3. Maternal employment was not approved for mothers of preschool-age children and only moderately approved when there are elementary-age children.

4. Adolescent girls did not view the mother who was employed as giving up all activities or as not having any time for her home and family.

5. Appropriate training plans had been made in regard to employment choices.

In further research in the area of maternal employment and attitudes towards employment after marriage, socio-economic status should be taken into consideration and perhaps be used as one of the variables. This could influence the results on future plans for both training and vocations and on opinions toward employment of mothers. Future studies should include investigation of different age groups and of both girls and boys to discover how maternal employment is being viewed by the adolescent.

Another area for fruitful study would be to test the aspects in which the WMD and HMD groups differed in this survey. It would be of interest to follow-up the survey as to the number of subjects that actually fulfilled their expectations in regard to after-marriage employment, occupational choice, and advanced training. More investigation of

this point by employed mothers for various activities compared to unemployed mothers would be beneficial.

This study could have implications for the fields of Child and Child Development and Education in training and helping adolescent girls prepare for the dual role of homemaker and wage earner with which they may be faced after completing their formal education. More research is needed in order to know how to help adolescent girls become competent in both of life's roles.

APPENDIX

SHOULD MARRIED WOMEN BE EMPLOYED?

The purpose of this survey is to discover the opinions of girls toward employment of women after marriage. Read each question carefully, then place a check in the blank that describes your opinion. There are no right or wrong answers. You do not need to write your name on this paper.

1. Do you think it is all right for married women to be employed?

_____ yes

_____ depends upon conditions

_____ no

2. Below are listed some reasons why mothers are employed. Place a check beside each one that seems to you a good reason.

_____ buy a new car

_____ help husband finish education

_____ pay for living expenses

_____ pay debts

_____ wishes to work with husband

_____ buy needed equipment

_____ prefers working with people

_____ can get dependent relatives

_____ help educate brother or sister

_____ buy a home

_____ Other _____

_____ homemaking doesn't keep busy or interests

_____ provides education for children

_____ community need for services

_____ education wasted if not used

_____ provide advantages for children

_____ working is more respectable than housework

_____ buy expensive furniture

_____ provide necessities of life

3. Do you think mothers who are employed enjoy working at their job?

_____ yes

_____ no

4. Do you think that employed mothers have enough time for the following activities? Place a check in the column which best describes how you feel. (The first activity is an example.)

	Always or Usually	Sometimes	Seldom or Never
Eating breakfast	x		
Hobbies			
P.T.A.			
General house cleaning			
Attending school functions			
Entertainment of or by her friends			
Church activities			
Weekly shopping			
Chauffeurng the family			
Reading books and magazines			
Leading youth groups (scouts, etc.)			
Special cleaning jobs (defrosting refrigerator, etc.)			
Parties for children's friends			
Getting hair fixed			
Women's clubs			
Laundry			
Answering children's questions			
Letter writing			
Community projects (Red Cross, March of Dimes, etc.)			
Making arrangements for repairs and paying house- hold bills			
Special family celebra- tions and/or family vacations			

5. Which of the following types of work do you think would be suitable for you if you were employed after marriage? In the blank before your first choice write the number 1; write number 2 for your second choice. Mark only two vocations.

____ Sales clerk
____ Teacher
____ Registered nurse or other medical work
____ Telephone operator
____ Secretary, typist, or stenographer
____ Beauty operator
____ Babysitter in another home
____ Manufacturing worker
 (sewer, checker, inspector, packer, assembler, etc.)
____ Clothing, fabric, or accessory shop owner
____ Household worker
____ Bookkeeper or cashier
____ Waitress
____ Laundry and/or dry cleaning operator
____ Practical nurse or hospital attendant
____ Office machine operator
____ Cook or worker in kitchen or restaurant, hotel, etc.
____ Other (please describe)

6. Check one answer for each of the following statements.

Agree Disagree

- | | | |
|---------------|---------------|---|
| <u> </u> | <u> </u> | It is all right for married women to be employed who have no children. |
| <u> </u> | <u> </u> | It is all right for mothers to be employed who have preschool-age children. |
| <u> </u> | <u> </u> | It is all right for mothers to be employed who have elementary school-age children. |
| <u> </u> | <u> </u> | It is all right for mothers to be employed who have high school-age children. |
| <u> </u> | <u> </u> | It is all right for mothers to be employed who have children not living at home. |

7. Do you expect to be employed after you are married and before you have children?

 yes

 no

8. Do you expect to be employed while your children are growing up?

 yes

 no

9. Do you expect to be employed after your children leave home?

 yes

 no

10. I am _____ years old.

11. Grade in school:

 Sophomore

 Junior

 Senior

12. With whom are you now living?

_____ both mother and father

_____ one parent and one step-parent

_____ just mother

_____ just father

_____ neither father or mother

13. Has your mother ever been employed since she had children?

_____ yes

_____ no

14. Is your mother employed now?

_____ yes

_____ no

15. If your answer to question 14 is "yes" answer the following questions?

a. Is your mother's job:

_____ full-time

_____ part-time

b. Approximately how long has she been employed since she has had children?

c. What is the title of her job? _____

d. What type of work does she do?

16. Do you plan to take advanced training after high school, such as college, business, or cosmetology school?

_____ yes

_____ undecided

_____ no

17. Do you plan to graduate from a four-year college or university?

_____ yes

_____ no

CLASSIFICATION OF ACTIVITIES USED IN ITEM FOUR OF QUESTIONNAIRE

Personal Activities

1. Hobbies
2. Entertainment of and by her friends
3. Reading books and magazines
4. Getting hair fixed
5. Letter writing

Housekeeping Activities

1. General house cleaning
2. Weekly shopping
3. Special cleaning jobs (defrosting refrigerator, etc.)
4. Laundry
5. Making arrangements for repairs and paying household bills

Community Activities

1. P.T.A.
2. Church activities
3. Leading youth groups (scouts, etc.)
4. Women's clubs
5. Community projects (Red Cross, March of Dimes, etc.)

Family Activities (Relationships)

1. Attending school functions
2. Chauffeur-ing the family
3. Parties for children's friends
4. Answering children's questions
5. Special family celebrations and/or family vacations

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OPINIONS OF ADOLESCENT GIRLS TOWARD EMPLOYMENT AFTER MARRIAGE

by

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Since maternal employment has become an important social and economic factor in our society, the variables have been studied by researchers in many ways. In the study of human behavior, the way the individual views the situation is an important element. The objectives of this study were (1) to investigate opinions toward after-marriage employment held by adolescent girls; and (2) to survey vocational aspirations of adolescent girls in regard to after-marriage employment.

The subjects for the study were forty senior girls enrolled in homemaking classes in a senior high school in a large midwestern city. All subjects were from intact families. Twenty subjects whose mothers had never been employed outside the home since childbirth composed the Homemaker Mothers' Daughters group (HMD). Twenty subjects whose mothers were currently gainfully employed full-time and had been employed for at least one year comprised the Working Mothers' Daughters group (WMD).

A check-list questionnaire completed by the subjects was used for collecting data. Comparisons of opinions were made between the HMD group and the WMD group. Responses were combined for an over-all view of results.

The majority of the subjects approved employment for married women. The reasons endorsed by the largest number of subjects were economic in nature. In addition, the girls

thought provision for education was a valid reason for mothers to work.

The HMD subjects had a more positive view of employed mothers' enjoyment of their jobs than the WMD subjects. The senior girls in the study endorsed working outside the home for women who had no children or whose children were not living at home. When children were concerned, the WMD subjects were more liberal in their views toward maternal employment than the HMD subjects. As children increased in age, there was greater approval of employment for mothers by both groups.

Over 90 per cent of the responses from both groups indicated that employed mothers had time for housekeeping activities. The employed mother had the least time for community activities as perceived by the respondents. More often than WMD subjects, HMD subjects checked that employed mothers "never" had time for activities in the following areas: housekeeping, personal, family, and community.

In general, more of the WMD group planned for employment in each stage of the family-life cycle. Only 20 per cent of the two groups expected to be employed while their children were growing up.

For vocational aspirations, the most frequently chosen was secretary. Other occupations selected often were: sales clerk, office machine operator, beauty operator, and teacher. Sixty per cent of the subjects planned to take advanced

training after high school. Appropriate vocational choices were made in regard to training anticipated.

Further research in this area would prove beneficial for the fields of Family and Child Development and Education. Research is needed in order to help adolescent girls become competent in what ever role they may be faced in life.