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Managing the Work-Family Interface: Some Irish Evidence

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ABSTRACT

This article describes the results of a study that used the Career- Family Attitudes Measure (CFAM) in order to explore attitudes towards the management of the career-family interface of a sample of 413 final year Irish undergraduate degree students. The purpose of this study was to explore the attitudes, beliefs and values of potential entrants to the workforce in order to understand their intentions in relation to balancing competing life domains. The results indicated that the students indicated a strong interest in pursuing both careers and family life. Some of the results revealed quite stereotypical attitudes toward work and family issues and these were more prevalent among males than females. At the same time, the sample indicated that they believed that decisions concerning careers and family life should be made in an environment characterized by equality. The study also provided new insights into the CFAM and indicated ways in which it might be developed further.

Key Words: Work-Family Balance; Competing Life Domains, Equality

INTRODUCTION

The number of dual career couples in the workplace has increased dramatically over the last number of years and evidence has accumulated on the types of challenges that they encounter in managing their various roles (Frone, Yardley and Markel, 1997; Kirchmeyer, 1993). While well-developed workplace attitudes, beliefs and values have been identified among different samples (Kelloway and Harvey, 1999; Smola and Sutton, 2002), research to date has tended to concentrate on examining the workplace attitudes, beliefs and values of dual career couples when they are already well-established in their respective careers (Davidson and Fielden, 1999). As a result, it is difficult to identify the source of these attitudes, values and beliefs and to discover if these are acquired through a work socialization process or if they are developed at an earlier stage in the life and career cycle. This article addresses some of these issues in presenting the results of research into the attitudes towards the work-family interface of 413 final year undergraduate students in Ireland. Final year undergraduates are those most likely, given their educational level, to aspire to long-term careers within work organisations. They are individuals who are on the threshold of entry to employment and at a point in time when they are likely to have formed attitudes and behavioral intentions that will persist into their careers. This article begins by exploring some of the issues that have emerged in the literature on dual career couples before describing the results of the study.

THE CAREER-FAMILY INTERFACE

The balancing of personal and work lives has always been an issue for society and social scientists, but the rapid and dramatic changes in the extent to which men and women engage in caring within families and participate in paid employment renders the reconciliation of family and working life as one of the most pressing policy and political issues facing all European societies (Drew, Emerek and Mahon, 1998). Historically, and this was particularly the case in Ireland, women placed more centrality on the roles of motherhood and marriage, while men have emphasized the provider role (Feree, 1990; Bielby and Bielby, 1989; Wiley, 1991; Drew, Emerek and Mahon, 1998). However, the increased participation of women in the workforce (EIRO, 2002) has changed men's traditional responsibility of primary breadwinner within the two-parent family and has led to the phenomenon of the dual-career couple. Further, since the mid-1990s, the so-called 'Celtic Tiger' has been roaring with the performance of the Irish economy resulting in a GDP growth rate of 3 times the EU average (Heraty and Morely, 2000).

Dual-career Couples

Greenhaus and Callanan (1994) define a dual-career couple as two people who share a lifestyle that includes an ongoing love relationship, cohabitation, and a work role for

each partner. How dual career couples manage the complexities involved in participating in multiple roles has been the subject of much research (Westman and Etzion, 1995; Aryee and Luk, 1996; Karambayya and Reilly, 1992; Greenhaus and Powell, 2003; Parasuraman and Greenhaus, 2003).

Adams, King and King (1996), suggest that the relationship between work and family can simultaneously be characterized by conflict and support. Some research suggests men experience more problems in coping with this than women (McGowan and Hart, 1992), but other findings suggest that the new demands being made on men have given some men a richer sense of self which in turn enables them to be more successful at work (Novack and Novack, 1996). On the positive side, it has been found that both partners may derive a sense of autonomy and fulfillment from their work, enhanced self-esteem, higher household income and, if there are children, the parents may have more equal relationships with them than if one was out and the other at home all day (Kirchmeyer, 1992; 1993). At the same time, many dual-career couples point to a number of problematic features of this way of living, with research studies suggesting that participants in dual-career relationships are susceptible to a great deal of pressure and stress (Parasuraman, Greenhaus and Granrose, 1992; Morrison and Clements, 1997; Frone, Russell, and Cooper 1994; Mauno and Kinnunen, 1999). The extent to which problems exist and for which emotional and instrumental support is available does not appear to be related solely to the characteristics of the people involved. Cultural and societal norms concerning the value placed on family life and the value of women's participation in the workforce may also play a part.

Work-life Values

Many changes to work values have been identified among both males and females, with often more striking changes being found in the attitudes of women (Shu and Marini, 1998; Kirkpatrick Johnson, 2001; Loughlin and Barling, 2001). Females have been identified as increasingly likely, and males less likely, to endorse careers as salient roles, while males have indicated increasing interest in avocational pursuits. Such findings have emerged from investigations conducted among such culturally diverse samples as Ireland, Israel, the United States, Japan, Germany, Slovenia (Mannheim, 1988; Heckhausen and Tomasik, 2002; Morinaga, Frieze and Ferligoj, 1993; Kerpelman and Schvaneveldt, 1999; Kuol, 2002).

In understanding the development of these attitudes, most current research has concentrated on school-leavers or high-school students (e.g. Mooney Marini, 1996; Schoon and Parsons, 2002). Yet in such populations, individuals may not necessarily pursue the professional careers that are generally attributed to dual career couples. Studies that do investigate the attitudes of university students tend to emanate from a time of fewer demands (Fiorentine, 1988; Veroff, 1984; Machung, 1989). Thus little is known about the attitudes of current undergraduates towards the management of multiple and competing demands, yet these individuals are most likely to take on dual

career roles. Data on this population would therefore provide valuable insights into how the dilemmas confronting dual-career couples may be understood and how they might be reconciled in the future.

New Entrants to the Workforce

Given that young people are influenced by their parents' work experiences, generational research is beginning to explore the impact of parental work experience on the work attitudes and values of young adults (Dryler, 1998). During the 1990s, many young adults saw their parents and others around them 'rightsized' or 'downsized' or otherwise dismissed from their jobs by companies who no longer required their labour. The work attitudes and behaviors of such a population are now said to convey this sense of betrayal (Zemke, et al., 2000) and, as a result of the experiences of their parents, young adults are said to be skeptical, unimpressed by authority and self-reliant in their orientation towards work (Barling, Dupre and Hepburn, 1998; Jerkiewicz, 2000).

The 'Millenials' (Kupperschmidt, 2000), comprise the latest generation of workers. Born between the years of 1979 and 1994, Millenials are expected to be the first generation to be socially active since the 1960s. Generation-X were said to crave high salaries, flexible working arrangements and financial leverage, but it is predicted that this new generation will want even more (Jennings, 2000). Most significantly, they are said to approach work-life issues with an attitude of 'working to live' rather than 'living to work' (Zemke, et al., 2000). A major challenge facing organizations will be how to attract, motivate and retain such employees. An assessment of such attitudes would appear to be an appropriate starting-point.

METHOD

435 final year degree students from 5 third level institutions all around Ireland completed a paper-and-pen questionnaire which was administered during class time and took approximately 15 minutes to complete. The questionnaire was administered in each institution separately and completed questionnaires were sent back to the primary source for analysis. 413 usable responses were returned (95%).

Sample

The sample was broken down quite equally in relation to gender with males making up 46% of the sample and females constituting the remaining 54%. The mean age was 20 years. 80% of respondents were university students with the remaining attending Institutes of Technology. These are third level institutions within Ireland that concentrate on applied and vocational programmes. The majority of students were taking some type of degree in Business Studies (75%), such as Bachelor of Commerce/Business Studies, Bachelor of International Business or Bachelor of Business and Marketing. The rest of the sample was equally divided between students taking degrees in Computing and Social Studies. Only 18% of the sample came from

families of one or two children and in general family size was 3 or more children. The parents of most of the sample were married (86%) with the remainder spread between the categories of divorced/separated/widowed/never married. Nearly one third of the sample had attended co-educational schools and respondents were split quite equally in relation to whether their upbringing was urban or rurally-based.

In relation to parental employment, the fathers of over 75% of the sample were in full-time employment. The fathers of 19% of the sample had a primary degree while the figure was just 6% in relation to postgraduate qualifications. The fathers of 47% of the sample were in professional job categories (e.g. company directors, lecturers, journalists).

The mothers of 32% of the sample had always worked, while the mothers of 53% of the sample now work outside the home, nearly equally full and part-time. In relation to maternal education, the mothers of 12% of the sample had a primary degree with this figure falling to 6% in relation to postgraduate qualifications. The majority of employed mothers worked in administrative positions (71%) with 25% holding professional positions.

Measures

The Career Family Attitude Measure (Sanders et al., 1998) comprised half the questionnaire. This 56-item measure incorporates 6 scales addressing various domains within the work-family interface. They include Family Focus, Balance, Career Focus, Dominance, Spousal Support and Independence. The Family Focus scale is made up of two different scales. The first measures the extent to which respondents are willing to defer their own career to facilitate family life (I Defer $\alpha = .71$). It includes such items as 'I will be mostly responsible for raising our children, regardless of whether or not I work outside the home'. The second sub-scale measures the extent to which respondents feel someone else should defer their career for the sake of family life (Someone Defers $\alpha = .35$). For example 'If I get an excellent job offer somewhere, I will expect my spouse to move to the new place'. The alpha for the complete scale was .54. The Balance scale includes items such as 'I expect my spouse and I to share responsibility for raising our children' ($\alpha = .74$). The Career Focus scale includes 'Sometimes I will have to pay more attention to my job than to my family' ($\alpha = .74$). Dominance scale includes such items as 'I do not expect my spouse to have a career' ($\alpha = .69$). Scores on each scale ranged from 1 – 5, with low scores indicating strong to moderate disagreement with the item and high scores indicating moderate to strong agreement with the item. The Spousal Support scale includes such items as 'If my spouse is not employed, he/she should do all the housework' ($\alpha = .69$). The Independence scale includes 'I expect my spouse to take some vacations alone' ($\alpha = .78$). Students were also asked to complete a demographic section which incorporated gender, age, educational background and parental information related to education and career.

RESULTS

Demographics

Before examining the scales in detail, it is interesting to consider first the general picture that emerged from the study. 75% of the sample expects to get married and have children. There was a lot of optimism regarding the ease with which family and career can be integrated, with 92% of respondents disagreeing with the statement 'children and two careers do not mix'. Nearly 90% of the sample agreed that the responsibility for raising children would be shared between both spouses. Only 10% of the sample said they expected their spouse to stay at home full-time to care for their children, while just under 7% expected to stay at home themselves to care for children.

In relation to careers, 95% of the sample expected to have a career. There was nearly 90% agreement with the item 'I expect to go as far as I can in my career and expect encouragement from my spouse'. 83% of the sample expected their spouse to have a career. 80% of the sample disagreed that the career of their spouse would be more important than their own.

83% of the sample agreed that they would help with the housework if their spouses were employed outside the home. Weekends were seen as a time for both spouses to be equally involved in household or other domestic tasks and activities. However, nearly 50% agreed that if their spouse was not employed outside the home, that spouse should do all the housework. One item specifically targeted stereotypical notions, namely 'both on the job and at home, some tasks are men's work and some tasks are women's work' and over one third of the sample agreed with this.

The Career-family Attitude Measure

The Balance sub-scale (related to equal division of labour in the home, equal participation in decision-making and equal emphasis on both partners' careers and education) received the highest mean score. Respondents felt quite positive towards their future careers, to the extent that favourable attitudes towards career focus were identified. Less favourable attitudes were displayed regarding the concept that one partner should dominate the other. There was little inclination among the sample to devote themselves to family life, as indicated by Family Focus rating the lowest among the subscales (See Table 1).

[Insert Table 1 about here]

Gender

Gender emerged as the strongest independent variable. Males scored significantly higher on Career Focus ($p < .005$), Dominance ($p < .0001$) and Spousal Support ($p < .0001$). Females scored significantly higher on Balance ($p < .0001$). There was no

gender difference in relation to attitudes towards Independence. Males scored higher than females on Family Focus (I Defer) (see Table 2).

[Insert Table 2 about here]

Correlations

Among males, the strongest relationship emerged between Dominance and Spousal Support ($r = .63^{**}$). Other strong correlations were identified between Family Focus (I Defer) and both Dominance and Spousal Support. Weaker, yet still significant relationships were identified between Independence and both Balance and Career Focus (See Table 3a).

The most negative relationships were identified between Balance and both Dominance and Spousal Support ($r = -.61^{**}$ and $r = -.58^{**}$ respectively). Other negative correlations were identified between Family Focus (I Defer) and both Balance and Independence.

[Insert Table 3a about here]

Among females, the strongest relationship emerged between Spousal Support and Dominance ($r = .406^{**}$). Other significant correlations were identified between Career Focus and Dominance. The strongest negative correlation was found between Dominance and Balance ($r = -.41^{**}$). Balance also correlated negatively with Dominance and Spousal Support (See Table 3b).

[Insert Table 3b about here]

Many significant relationships between the subscales were the same for both males and females. For example, they both correlated Spousal Support and Family Focus (I Defer) positively and correlated Dominance and Balance negatively. There were some differences however. The significant positive correlation between Independence and Career Focus found among males was not apparent among females. The significant positive correlations found among females between Career Focus and both Dominance and Family Focus (I Defer) were not identified among males.

Many of the significant negative relationships between the subscales were the same for males and females, for example they both correlated Dominance and Balance negatively. But the negative relationship identified among males between Independence and Family Focus (I Defer) was not identified among females.

Parental Marital Status

Respondents whose parents were in the 'married' category rated Family Focus (I Defer), Dominance and Spousal Support significantly higher than those who placed

their parents in other marital categories ($p < .01$; $p < .05$; $p < .01$ respectively). Gender was not identified as a significant factor in this relationship

Urban Versus Rural

50% of the sample was brought up in an urban setting with the remainder being brought up in a rural environment. This urban/rural divide had no impact on the results, nor did institute attended or discipline of study pursued. However, respondents who attended a single-sex school rated the desire for Independence significantly higher than those who attended a co-educational school ($p < .05$). Further analysis indicated that while females who attended a single-sex school rated Independence highest, both males and females who attended single-sex schools rated Independence higher than respondents who attended mixed-sex schools ($p < .01$). The lowest rating for Independence was found among boys who attended a mixed-sex school.

Parental Employment History

The results indicated that those whose fathers were employed scored significantly higher on Career Focus ($p < .05$) and Dominance ($p < .01$). No gender difference was detected. Those whose mothers were employed scored significantly higher on Balance ($p < .05$), but gender had no impact on results. Males whose mothers were not employed scored significantly higher on Family Focus (I Defer) than females whose mothers were not employed ($p < .05$). Parental education had no impact on the results.

DISCUSSION AND CONCLUSION

The purpose of this study was to explore the attitudes, beliefs and values of new entrants to the workforce in order to understand their intentions in relation to balancing the competing life domains that would soon confront them. The strong interest in pursuing both careers and family life identified in the survey suggests that the dilemmas of balancing competing work-life domains will be encountered by the majority of respondents. At the same time, the sample felt most strongly that decisions concerning careers and family life should be made in an environment characterized by equality. In line with the work of Giles and Rea (1999), and the suggestion of Melamed (1996) some of the results revealed quite stereotypical attitudes toward work and family issues, and these were more prevalent among males than females. For example, males placed a significantly higher emphasis on their careers than females, and identified the route to fulfilling careers as being reliant upon the support of their spouse and dominant modes of behaviour. In contrast, females were predominantly concerned about equality in relation to decision-making roles. These results suggest that finding routes to resolve such concerns may emerge as a significant challenge for the new generation of workers.

Some of the contradictions that emerged in the responses suggest that these graduates may be experiencing difficulties in reconciling their attitudes towards the

work-life domains. For example, possibly reflecting the transition in male values identified in the literature (Farmer, 1985; Ryckman and Houston, 2003), a certain discomfort with traditional male norms and roles emerged from the study. This is indicated by the negative relationship identified between Balance and Dominance which may reflect that certain male respondents feel less than comfortable with inequality.

There was no significant difference between males and females in relation to the priority given to family life. While it was the least preferred life domain in the study in total, males did lay a slightly stronger emphasis on it than females but this finding cannot be said to lend much support to studies that have identified trends of "...a narrowing of the differences in the value constellations of the sexes over time" (Fiorentine, 1988, p143). The evidence from the present study suggests that males did not envisage themselves engaging in family life to any extent that may have had a negative impact on their career plans. Certain contradictions were also evident in the female responses. In line with the findings of Kirkpatrick Johnson (2001) females in this study were most inclined towards achieving equality. Yet, the prominence of the desire for dominance identified among females cannot be ignored. Such preferences among females for traditionally male domains has been found by a number of previous research studies (Farmer, 1985; Heckhausen and Tomasik, 2002; Morinaga et al., , 1993; Eccles, Jacobs and Harold, 1990). At the same time, the results suggest some unease among the females in relation to how the issues of dominance and control contribute to a process of equality of decision-making, given the importance of this theme to them. Perhaps this reflects what Machung (1989) referred to as 'talking careers but thinking jobs' to the extent that females verbalize the desirability of control, but in reality other dimensions are preferable.

In line with traditional expectations, it was females who were more likely to defer their careers for the sake of the family. This too is in line with Machung's (1989) findings. There was a strong sense in the results that females will make this choice for themselves and will engage in family responsibilities with the support of their spouses in a manner that suits them and their careers. This has been said to indicate an attitude that 'if I am going to focus my energy on the family...I am going to need your support' (Sanders et al., 1998, p 610). Thus family life and the demands it makes may be perceived as a stage in their lives rather than a life sentence. This is in line with Powell and Maineiro's (1992) suggestion that priorities in women's lives change as their stage and responsibilities in life evolve.

In relation to the different focus of males and females, only males linked Independence and Career Focus and only females linked Dominance and Career Focus. While the constructs of Dominance and Independence may not be too far apart conceptually, the results may reflect a sex-typed cross-over of values to the extent that issues of dominance are seen as less desirable by males but more desirable by females.

It is interesting to note that in comparing the results of this investigation with those of Sanders et al (1998), participants in this study rated every subscale (bar Balance) significantly higher ($p < .01$). Balance was regarded as most important and Family Focus was rated least important by both samples, but whereas this sample rated Career Focus as second in priority, Independence took second place in the Sanders sample (See Table 4).

[Insert Table 4 about here]

A similar pattern of correlations emerged among the males in both samples, however one exception was the lack of a correlation between Dominance and Independence in the present study. Among the females, in general a similar pattern of results also emerged in the data. However, relationships in this study between I Defer and Dominance and their correlations with both Career Focus and Independence did not emerge in the Sanders' study. The impact of maternal employment was found to be similar in both studies, but strong effects of paternal employment were identified in this study that were absent in the Sanders' investigation: in this study the results showed that those whose fathers were employed scored significantly higher on Career Focus ($p < .05$) and Dominance ($p < .01$; See Tables 5a, 5b and 5c below)

[Insert Tables 5a, 5b, 5c about here]

Given the age difference between the two samples, the different results from the two studies may indicate a hardening of certain attitudes prior to workplace entry, as identified in the work of Rindfuss, Cooksey and Sutterlin (1999) and Cook et al., (1996). While it is not a large age gap, these may well be crucial years in terms of career-related attitude formation (Arnold, 1997; Erikson, 1980; Levinson et al., 1978; Kirkpatrick Johnson, 2001). This has implications for the development and implementation of organizational policies aimed at facilitating work-life balance among employees.

It is also the case that some of the apparently inconsistent results might have emerged due to the measure deployed. Early in the analysis, the sub-scale 'Someone Defers' was identified as problematic ($\alpha = .35$). This sub-scale referred to one of the spouses deferring their career to focus on the family and household responsibilities and is made up of four items. In the first instance, assessing the alpha ratings of a scale made up of just four items is problematic and it would therefore be useful if follow-up studies could generate further appropriate items with a view to generating a more acceptable alpha rating. The second issue in relation to this sub-scale is that two of the four items refer to a 'specific someone' carrying out these responsibilities, while the remaining two are more abstract statements. This difference between the wording of the items may have allowed respondents to think in the abstract and so anticipate less of a personal consequence in their response. It may therefore also be

possible that the understanding of other items may also have been open to interpretation, and this in turn could explain certain apparent contradictions in the results. Future studies should revisit the wording in the measure with a view to enhancing the clarity if the factors under investigation.

These findings have a number of implications for the successful management of the career-family interface. Taken together, the results suggest that both males and females display variance in relation to their ideas regarding balancing work and family life. In line with previous research, females displayed more movement towards the traditional male role than males displayed towards the female role, but this is not to disregard the male interest in equality of input into career and family decisions. The apparent inconsistencies in preference pattern among males and females may reflect some turmoil regarding the ease with which demands from both domains can be met. This may reflect a mature appreciation of issues they will meet in the future, in line with a proposal made by Peake and Harris (2002). On the other hand, the contradictory results may reflect some naiveté in relation to the ease with which their life choices can be realized.

It is well-documented that attending to employees' circumstances enhances desirable organizational behaviour among employees (Grover and Crooker, 1995; Rothausen, Gonzales, Clarke, and O'Dell, 1998; Lambert, 2002). These results have some implications for those responsible for the effective recruitment, motivation, satisfaction and retention of employees. The findings suggest that both male and female new entrants to the workforce are intending to pursue careers that will involve a balancing of career and family needs. They are, though, already experiencing some conflict as to how this balance might best be achieved. From an organizational perspective, there will be a need to provide a range of career choices and opportunities that take into account these ambitions and preferences and to recognize that these will need to be tailored to meet individual needs rather than designed as rigid policies.

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TABLES AND FIGURES

Table 1: Descriptive statistics

	Mean	Std Dev	α
Balance	4.42	0.57	0.74
Career focus	3.63	0.83	0.74
Independence	3.53	0.68	0.78
Dominance	2.66	0.60	0.69
Spousal Support	2.56	0.98	0.69
Family focus	2.37	0.46	0.54
I defer	2.17	0.46	0.71
Someone defers β :	2.9	0.78	0.35

$N = 413$

β : Results associated with this sub-scale are not emphasized given its poor alpha rating

Table 2: Descriptive statistics of scale scores by gender

	Male ($N = 188$)		Female ($N = 225$)	
	Mean	S.D.	Mean	S.D.
Balance	4.14	0.57	4.65**	0.46
Career focus	3.72**	0.78	3.48	0.84
Independence	3.48	0.68	3.56	0.66
Dominance	3.01**	0.58	2.40	0.45
Spousal support	2.70**	0.68	2.42	0.61
Family focus	2.54	0.41	2.22	0.45
I defer	2.31	0.46	2.04	0.43
One defers	3.14	0.75	2.68	0.74

* Kruskal-Wallis test significant at .05 level.

** Kruskal-Wallis test significant at .01 level.

Table 3a: Scale intercorrelations by gender (male)

$N = 188$

	Mean	S.D.	1	1a	1b	2	3	4	5	6
1. Family focus	2.54	.41								
a. I Defer	2.31	.46	.86**							
b. One Defers	3.14	.75	.62**	.13						
2. Balance	4.14	.57	-.40**	-.25**	-.41**					
3. Career Focus	3.72	.78	.01	.08	-.06	.03				
4. Dominance	3.01	.58	.38**	.23**	.43**	-.61**	.07			
5. Spousal Support	2.70	.68	.31**	.19*	.31**	-.58**	.03	.63**		
6. Independence	3.48	.68	-.23**	-.2**	-.09	.18*	.19**	.01	-.12	

* Kendall's tau_b correlation is significant at the .05 level (2-tailed)

** Kendall's tau_b correlation is significant at the .01 level (2-tailed).

Table 3b: Scale intercorrelations by gender (female)

N = 225

	Mean	S.D.	1	1a	1b	2	3	4	5	6
1. Family focus	2.22	.45								
a. I defer	2.04	.43	.92**							
b. One defers	2.68	.74	.80**	.49**						
2. Balance	4.65	.46	-.34**	-.34**	-.24**					
3. Career Focus	3.48	.84	.07	.17*	-.12	-.04				
4. Dominance	2.4	.45	.32**	.39**	.12	-.41**	.23**			
5. Spousal Support	2.42	.61	.36**	.41**	.14*	-.22**	.13	.40**		
6. Independence	3.56	.66	-.12	-.11	-.10	.18*	.12	-.08	-.12	

* Kendall's tau_b correlation is significant at the .05 level (2-tailed)

** Kendall's tau_b correlation is significant at the .01 level (2-tailed).

Table 4 : A comparison of descriptive statistics between present study and Sanders et al. (1998) study

	Current Study		Sanders et al. (modified)	
	Mean	Std Dev	Mean	Std Dev
Balance	4.43	0.57	4.36	0.63
Career focus	3.59	0.82	2.74	1.06
Independence	3.53	0.67	3.05	1.03
Dominance	2.68	0.60	1.97	0.79
Spousal Support	2.54	0.66	2.29	0.83
I Defer	2.16	0.46	1.85	0.69

Table 5a: Comparison of scale intercorrelations between the two studies

Present study N = 413

	1	2	3	4	5	6
1. I Defer						
2. Balance	-.28**					
3. Career focus	.10**	-.06				
4. Dominance	.31**	-.47**	.12**			
5. Spousal Support	.27**	-.31**	.06	.37**		
6. Independence	-.09**	.10**	.15**	-.03	-.07*	

Sanders study N = 746

	1	2	3	4	5	6
1. I Defer						
2. Balance	.35**					
3. Career Focus	-.10**	0.00				
4. Dominance	.26**	-.5**	.10**			
5. Spousal Support	.35**	-.39**	.06	.55**		
6. Independence	-.09*	.12**	.27**	-.01	.01	

*. Correlation is significant at the .05 level (2-tailed)

** Correlation is significant at the .01 level (2-tailed).

Table 5b: Scale intercorrelations by gender (Male)

Present study N = 188						
	1	2	3	4	5	6
1. I Defer						
2. Balance	-.19**					
3. Career Focus	.01	.05				
4. Dominance	.18**	-.50**	-.01			
5. Spousal Support	.17**	-.42**	.00	.48**		
6. Independence	-.10	.09	.19**	-.05	-.05	
Sanders study N = 299						
	1	2	3	4	5	6
1. I Defer						
2. Balance	-.26**					
3. Career Focus	.00	.09				
4. Dominance	.21**	-.49**	.09			
5. Spousal Support	.22**	-.45**	.08	.66**		
6. Independence	.04	-.01	.27**	.12*	.07	