This study investigated the place of personal and background factors in attitudes of married women toward married women's employment. The interview schedule, including an attitude inventory devised by the researcher, was administered to a sample of 236 women in northeastern Missouri. Significant relationships were found between attitudes and these variables: employment experience, educational level; family income, perception of husband's attitude and children's feelings, and occupational status. No relationship to age, family status, place of residence, satisfaction from housework, evaluation of family income, or satisfaction with volunteer service, was found. Groups who viewed women's employment favorably were those who had worked since marriage; had some college or vocational training; had family incomes of $10,000 or more; perceived husbands, children, and peers as approving of their employment; and were employed in higher status occupations. Several implications were derived for continuing educators and employment personnel. (LY)
A STUDY OF ATTITUDES OF MARRIED WOMEN TOWARD MARRIED WOMEN'S EMPLOYMENT

by

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ABSTRACT

A major thesis of this investigation is that married women hold certain attitudes toward married women's employment, and that these attitudes are related to the interaction of cultural, social, and personal factors.

Significant relationships were found to exist between attitudes and these variables: employment history, level of education, family income, perception of husband's attitude, perception of children's feelings, perception of peers' feelings, and occupational classification. No relations were found between attitude and these variables: age, satisfaction derived from housework, family status, place of residence, satisfaction with family income, and satisfaction with volunteer service.

More positive attitudes toward married women's employment were held by those who (a) had worked since marriage, especially those who were employed at the time the study was made; (b) had family incomes of $1,000 or more; perceived husbands', children's, and peers' feelings as approving of married women's working; and (c) were employed in professional, managerial, clerical, sales, and craftsmen jobs.
ACKNOWLEDGMENTS

A number of individuals and groups made significant contributions to this project. A complete listing is probably not possible, but we do want to acknowledge the contributions of the respondents, who were most cooperative.

Personnel of the University of Missouri Extension Division were especially helpful and supportive. Dr. John Gross has devoted much time to this project, and his efforts were invaluable to the project's success. Dr. Jane Berry, Dr. Mary Nell Greenwood, Carolyn House, Kelvin McLean, Dr. Wayne Atkins, and Dwight Pace have provided counsel and support, which is appreciated.

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CHAPTER I

INTRODUCTION

Increasingly, women are entering into employment outside the home. Economic growth of the nation and its corresponding rise in the standard of living have created a need for women in paid employment; working conditions have expanded the number of jobs available and acceptable to women, and the social milieu has become more favorable to women's employment. Concurrently, women have acquired more education and specialized training; families have become smaller; the amount of time required to adequately maintain the household has decreased.

These conditions have served both to motivate and facilitate the married woman's entry into paid employment. Many barriers that previously existed have been removed through time, and her own needs and desires, conscious and unconscious, have made paid employment more attractive.

However, it would be an oversimplification to state that the married woman now has free access to the labor market. Restraints are imposed by employers' attitudes, lack of job availability, absence of suitable child care services, her own educational deficiencies, and her family's needs and value systems. Further, it is believed that for many the choice of paid employment does not exist because of attitudes which they hold. Despite any personal, social, or economic factors that might tend to draw the married women into paid employment, her own attitudes about employment may have deterrent
effects or could even cause her to have negative feelings about herself if it becomes necessary for her to enter the labor force.

This study investigates the attitudes that married women hold toward married women's employment and seeks to determine the relationship of certain personal, economic, and social-psychological factors to these attitudes.

THE PROBLEM

What attitudes do married women hold toward married women's employment, and which of the factors being investigated are related to those attitudes?

Hypotheses

Specifically, those hypotheses will be tested:

1. $H_0$: There is no relationship between the married woman's age and attitude toward married women's employment.

$H_1$: There is a relationship between the married woman's age and attitude toward married women's employment.

2. $H_0$: There is no relationship between the married woman's employment history and attitude toward married women's employment.

$H_1$: There is a relationship between the married woman's employment history and attitude toward married women's employment.

3. $H_0$: There is no relationship between the married woman's level of education and her attitude toward married women's employment.

$H_1$: There is a relationship between the married woman's level of education and her attitude toward married women's employment.
4. $H_0$: There is no relationship between the married woman's family status and attitude toward married women's employment.
   $H_1$: There is a relationship between the married woman's family status and attitude toward married women's employment.

5. $H_0$: There is no relationship between the married woman's place of residence and attitude toward married women's employment.
   $H_1$: There is a relationship between the married woman's place of residence and attitude toward married women's employment.

6. $H_0$: There is no relationship between the married woman's family income and attitude toward married women's employment.
   $H_1$: There is a relationship between the married woman's family income and attitude toward married women's employment.

7. $H_0$: There is no relationship between the married woman's satisfaction derived from housework and attitude toward married women's employment.
   $H_1$: There is a relationship between the married woman's satisfaction derived from housework and attitude toward married women's employment.

8. $H_0$: There is no relationship between the married woman's satisfaction with family income and attitude toward married women's employment.
   $H_1$: There is a relationship between the married woman's satisfaction with family income and attitude toward married women's employment.

9. $H_0$: There is no relationship between the married woman's satisfaction with volunteer service and attitude toward married women's employment.
10. $H_0$: There is no relationship between the married woman's satisfaction with volunteer service and attitude toward married women's employment.

$H_1$: There is a relationship between the married woman's satisfaction with volunteer service and attitude toward married women's employment.

11. $H_0$: There is no relationship between the married woman's perception of husband's attitude about wife's employment and her attitude toward married women's employment.

$H_1$: There is a relationship between the married woman's perception of husband's attitude about wife's employment and her attitude toward married women's employment.

12. $H_0$: There is no relationship between the married woman's perception of children's feelings regarding mother's employment and attitude toward married women's employment.

$H_1$: There is a relationship between the married woman's perception of children's feelings regarding mother's employment and attitude toward married women's employment.

13. $H_0$: There is no relationship between the married woman's perception of peer group's feelings regarding married women's employment and her attitude toward married women's employment.

$H_1$: There is a relationship between the married woman's perception of peer group's feelings regarding married women's employment and her attitude toward married women's employment.
THEORETICAL FRAMEWORK

Acting as a screen through which stimuli must pass, attitudes influence the response that is elicited by that stimulus or stimulus class. The range of possible attitudes toward something—person or persons, social issue, or object—is broad; that is, there is obviously a wide variation in the attitudes people hold toward any given stimulus. Viewed on a continuum scale an attitude on any given stimulus could fall anywhere from strongly negative to strongly positive.

These attitudes are formed by the individual out of his own world of experience, both personal and environmental, including such factors as basic strivings, aptitudes and skills, sex, family socialization, past experiences, peers, education, income, occupation, mass media, technology, religion, social class, age, etc.

These beliefs, feelings, and reaction tendencies which we call attitudes play a crucial role in individual behavior. Therefore, it is meaningful and fruitful to extend the knowledge about attitudes, in general and with regard to specific issues, if we are to understand social phenomena.

A major thesis of this paper is that married women hold certain attitudes toward married women's working outside the home, and that these attitudes are related to the interaction of cultural, social, and personal factors.

This researcher did not attempt to compile and test an exhaustive list of all possible factors which might relate to the wife's attitude, but selected those which were believed to be most strongly related to currently held attitude.
In this study the married women's attitude toward married women's employment is the dependent variable. Independent variables singled out for investigation may be grouped into three categories: personal, economic, and socio-psychological. The following model was developed to illustrate the relationship of these variables:

![Diagram](image)

Figure 1
Relationship of Selected Factors to Attitude

Finally it is assumed that such knowledge, when applied, will contribute to a better understanding of the married women's needs as related to employment.
Definitions

It will clarify this discussion if certain definitions are provided here.

Attitude is an enduring system of cognitions, feelings, and reaction tendencies through which the individual evaluates, or responds to, a stimulus or stimulus class; a predisposition to respond in a particular way toward a specified class of objects.

Personal Factors refers to those characteristics pertaining to an individual. Personal factors included in the study are:

1. Age of respondent.
2. Employment history—whether respondent has ever been in the labor force, and the location of this experience in her life cycle.
3. Level of education—amount of formal education achieved.
4. Family status—whether or not there are children residing in the home.

Economic Factors are those events or influences related to the satisfaction of material needs. Economic factors included in this investigation are:

1. Place of residence—rural, small town, suburban, or urban.
2. Family Income—money available to the family for living expenses.

Socio-Psychological Factors refers to those events which, through interpersonal and intergroup relations, influence behavior. Socio-Psychological factors included in this investigation are:

1. Satisfaction derived from housework—sense of achievement, competence, and contribution derived from performance of housework.
2. Satisfaction with family income—wife's satisfaction with the family income and standard of living.

3. Satisfaction with volunteer service—sense of achievement, competence, and contribution derived from performance of community service activities, performed voluntarily and without pay.

4. Perception of husband's feelings regarding wife's employment—respondent's beliefs about husband's attitude toward his wife's employment.

5. Perception of children's feelings regarding maternal employment—respondent's beliefs about children's attitudes toward mother's employment.


7. Occupational status—status ascribed to various occupations by society. Occupations classified as professional, managerial, clerical, sales workers, craftsmen, operatives, private household workers, and service workers. Further definition of these classifications may be found in the Appendix.

Assumptions

A basic assumption underlying this investigation is that an individual's attitude toward a task is a major factor in that individual's behavior in the performance of that task; also, that his attitude toward a task will have some effect upon his self-image if he engages in the performance of that task. This, in turn, will likely affect his performance in other roles: spouse, parent, friend, and member of the larger society.
It is further assumed that a majority of married women, at some point in their lives, will be a part of the labor force. Hence, more information is needed about the attitudes of this population toward their engaging in the role or task of paid employment. Coupled with this is a need for knowledge of the factors that are—and those that are not—related to these attitudes.

Finally it is assumed that such knowledge, when applied, will contribute to a better understanding of the married woman's needs as related to employment.
CHAPTER II

REVIEW OF LITERATURE

The twentieth century has drastically changed women's social position in the United States. When production shifted from the home to the factory, a phenomenon of the nineteenth century, it was the men who followed. But as the need for more labor grew, womenpower was a resource which employers tapped to fill the need at a wage they were willing to pay.

In 1900 women accounted for only 18 percent of the labor force; forty years later, about 25 percent. During World War II the proportion climbed to a high of 36 percent, dropped to 28 percent as the veterans returned, and then started a steady climb which still continues.¹

One of the most important factors in the growth of the women labor force has been the increasing tendency of married women to go to work. The attitude that "woman's place is in the home" has liberalized to the extent that in March, 1967, nearly 3 out of 5 women workers were married—a remarkable change from 1940, when only 30 percent were married.

The number of married women in the labor force increased by almost twelve million in this 27 year period—a rise of 279 percent.\(^2\)

Not only has the number and ratio of married women workers increased sharply, but an accompanying shift has been in the percentage of married women who are employed. In 1940, 15 percent of all married women were working; by 1967 the proportion had risen to 37 percent.\(^3\)

**WHY WOMEN WORK**

**Economic Need**

Many reasons are forwarded for the married woman's participation in the labor force. One obvious reason is for money. Nearly half of the women 18 to 64 years old who took jobs in 1963 reportedly went to work because of economic need. The proportion who indicated financial necessity as the reason for going to work was higher among married women whose husbands earned less than $360 a week, and those who had children under 6 years of age. Of married women who stopped working that same year only a small percentage did so because they no longer needed to work.\(^4\)

It is often the wife's earnings that raises the family's income from low- to middle-income levels. The Women's Bureau reported that in 1966 in the husband-wife families where the wife was also an earner median family income was $9,246 a year; in those families where

\(^2\)Ibid., pp. 23, 24.

\(^3\)Ibid., p. 26.

the wife did not work median family income was $7,128. Only 5 percent of all husband-wife families had incomes of less than $3,000 when the wife was in the labor force; 15 percent, when she was not. Blood and Wolfe reported similar findings.

Money appears to serve as a motivator in numerous ways. A wife may enter into employment to either maintain the family's income level, to attain a higher level, or to meet obligations which predated her employment. As reported by Hoffman, Sobol found that wives were more likely to enter the labor force when their family incomes dropped from a previous level than when they remained stable or increased. Heil hypothesized that women participate in the labor force, or plan to enter, when the family unit has debts, but found that this may be an effect of, rather than a cause of, her participation.

Sobol also reported that the woman who works for primarily financial reasons tends to be less educated than the woman who works for other reasons, and that she is more likely to be employed as an operative. Too, these women were found to be less committed to work, that is, they did not have long-range work plans. The assumption might

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be made that the nature of the work is basically unsatisfying.9

If a family strives for a higher level of living, the wife’s employment is seen as a means of moving in that direction. Myrdall and Klein provide an insightful statement of this dimension, and suggested that added earnings provide such luxuries as higher education for the children, modern household equipment, holidays away from home, and similar comforts.10 Hoffman suggested that money operates as a motivation for employment in less concrete ways, too. Because of the availability of jobs and because she may have worked previously, a woman’s time has come to have monetary meaning—that is, that her time represents potential wages. And, Hoffman added, because of the lack of significance attached to the domestic role she may feel that her contribution is small, but that bringing home a paycheck seems to be a sign of competence and a tangible contribution to the family.11 Interesting findings about money and marriage were reported by Blood and Wolfe. Whether the wife is satisfied with the family income depends on how it compares with her own frame of reference—her family, peers, and her own expectations. The wife who is dissatisfied with the family’s economic resource has two main alternatives: she can put pressure on the husband to do better, or she can go to work herself. If the family finances were greatly strained, her work may increase the family income


10Alva Lyrdall and Viola Klein, Women’s Two Roles (London: Bantledge and Regan Paul, Ltd., 1926), pp. 82-87.

so much that everyone feels better. If not, her work may irritate the husband and strain the marriage.12

Non-Economic Needs

Non-economic reasons are also factors in a wife's decision to work. Weil found that a woman will perform or plan to perform in both the traditional and career roles when (a) her husband's attitude toward her outside employment is positive; (b) she performed in an occupation before marriage which required high educational achievement or specialized training; (c) she continued to work after marriage; (d) she has achieved a high professional level or has had specialized training; (e) her husband accepts an obligation for child care and household chores; and (f) her children are of school age. This study reported that the availability of employment, high socio-economic background of the family, the wife's experience before marriage, family debts, and plans for making major purchases apparently had little or no relationship to planned or actual work participation.13

Stage in Family Life Cycle

The woman's stage in the family life cycle has been found to be an important predictor of her entering into the labor market. As changes occur in her life pattern, movement into and out of the labor force is one way that women respond to these changes. Basing the wife's work status on the age of the youngest child, Orden and Bradburn found that during the child's infancy and early childhood relatively few of

12Blood and Wolfe, op. cit.
13Weil, loc. cit.
the wives were employed. As the children became older, the proportionate number of employed women steadily increased, and when the younger child reached the upper half of grade school, the proportionate number of women in the labor force had reached a high of 49 percent.  

Education

Statistical data provides evidence that a direct relationship exists between educational attainment of women, their labor force participation, and their earnings. College graduates are more likely to work than women with less education, and are more likely to hold professional jobs. Fifty-six percent of the women college graduates in 1966 were employed, and four-fifths of these held professional jobs; less than half of those with high school diplomas were working, and only seven percent of them were in professional occupations. Most of this group were employed in clerical, service, and operative occupations. Further, of all the women working in 1966 those with five or more years of college had the highest median incomes; when grouped according to occupations, the highest medians were paid to professional and technical workers.  

Prior Work Experience

For wives who are currently working, work experience prior to

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marriage is not related to present employment or future work plans, but for non-working wives, Sobol states that work experience since marriage is the most important determinant of future work commitment. Presumably, work since marriage indicates the husband's approval of the wife's working.

Marriage Happiness

Numerous studies have explored relationships between working wives and marriage happiness. Blood and Wolfe found the average marital satisfactions scores of working and non-working wives to be similar. However, when the motivation factor of economic pressure was considered, different results emerged. Two categories of wives were equally satisfied. Weil also found a correlation between both working wives and those planning to enter the labor force and a positive, supportive attitude of the husband; among the working wives she found the husband's help with household chores and care of children related to the wife's participation in employment. Orden and Bradburn found that among those women free to choose between the labor market and homemaking there was no evidence to indicate that the labor market choice created a strain in the marriage for either wife or husband; on the contrary, both attain a higher balance in their perceived levels of tensions and satisfactions than they do if the wife chooses the home market.

17 Weil, loc. cit.
18 Sobol, op. cit., p. 52.
20 Weil, loc. cit.
21 Orden and Bradburn, loc. cit.
In the previous chapter, attitudes were described as a screen through which a stimulus must pass, and it was suggested that the response elicited by the stimulus is influenced by the individual's attitude.

Doob said that an attitude is an internal response which the individual has learned. Krech, Crutchfield, and Ballachey wrote that as an individual develops, his cognitions, feelings, and action tendencies with respect to various objects in his world become organized into enduring systems called attitudes. Rosenberg and Hovland began a discussion of attitudes by saying that they are typically defined as "predispositions to respond in a particular way toward a specified class of objects," they are not directly observable or measurable, but are inferred from the way an individual reacts to a particular stimulus.

While each of the above descriptions reflect different orientations, further reading in these works show agreement on the following points: attitudes are held by individuals; they are learned or acquired and not inborn; they are (overt) responses to stimuli; they usually involve an emotional or evaluative reaction; they may be

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either positive or negative; they are directed toward objects in the physical world, such as persons, social issues, art, philosophy, political affairs, etc.; they predispose the individual to make a certain (habitual) response, that is, they tend to be consistent and they cannot be directly observed.

The nature and functions of attitudes as a system was discussed by Krech, Crutchfield, and Ballachey. Their summary is included here as it describes, in concise form, the attitude system.

The actions of the individual are governed to a large extent by his attitudes. An attitude can be defined as an enduring system of three components centering about a single object: the beliefs about the object—the feeling component; and the disposition to take action with respect to the object—the action tendency component.

The components of attitudes may differ in valence and multiplexity. Valence refers to the degree of favorability or unfavorability with respect to the object of the attitude. Multiplexity refers to the variation in the number and kind of the elements making up the components. The cognitive component of an attitude may include an exhaustive set of beliefs about the object; the feeling component may be a relatively simple and undifferentiated love for the object; and the action tendency component may be multiplex in that the individual is prepared to take many and varied sorts of protective acts toward the object. The available evidence suggests that there is a general trend toward consistency among the components of attitudes in their valence and in their multiplexity.

An individual's various attitudes may differ in the degree to which they are isolated from one another or are interconnected with one another. Most attitudes form clusters with other attitudes.²⁵

²⁵Krech, Crutchfield, and Ballachey, op. cit., pp. 146-147.
Studies of attitudes related to married women's employment are few. In 1957, Glenn investigated attitudes of white women in a small Southern community. She found support for the hypothesis that social class, age, and education are independent of the subject's attitude toward the employment of married women under these conditions: when the husband disapproves, working in order to make an early marriage possible, and working in order to be financially independent. The hypothesis that employment status is independent of the attitude of the subjects was rejected. Greatest approval of married women's employment was given by respondents who did not have children at home.

The Katelman and Barnett study, made nine years after Glenn's, dichotomized respondents into two groups: "traditional" and "modern," based on their orientation toward work, and related this to certain relevant variables. These statistically significant relationships emerged:

Subjects with a traditional orientation were more likely to have these characteristics:

- to not be employed;
- to have worked three or fewer years since marriage;
- to be Catholic rather than Protestant;
- to be 44 years of age or under (provided the family income in 1964 was $4,000 or more);

... to have husbands who had completed more than a high school education;
... to have one or more children living at home;
... and, to have a slightly greater tendency to rate their marriage as happy.²⁷

CHAPTER III

RESEARCH PROCEDURES

This study was made in Northwest Missouri. A sample was drawn from the population of married women in Andrew, Buchanan, Clinton, and DeKalb Counties. Two hundred thirty-six respondents were drawn, with efforts made to keep the number from each political division proportionate to its population.

Drawing the Sample

The sample was systematically selected by a grid sampling method. In this procedure, maps of each of the four counties were obtained, along with maps of the six more densely populated areas within the four counties. Outlines of these geographic areas were traced onto a plastic overlay; the outline was removed from the detailed map and an impartial party drew lines within the outline until a predetermined number of intersecting lines had been drawn. The overlay was again placed over the detailed map and the points where the lines intersected were transferred to the original (detailed) map. These intersecting points were then designated as starting points for locating a housing unit. Having located the housing unit, the interviewer then asked for the homemaker living there. Eligibility for inclusion as a respondent was determined by the homemaker's affirmative answer to the question, "Are you now married?"
Training the Interviewers

One of the factors in successful research is the absence of interviewer bias. In order to attain a high degree of accuracy in collecting and recording data, interviewers were given intensive training in interviewing techniques. As a part of this, they did practice interviews with respondents not included in the sample.

Pretesting the Instruments

The interview schedule was pretested by the interviewers actually conducting twelve interviews. Respondents were persons not included in the sample. Adjustments to the instrument were made as a result of the pretest.

The attitude inventory was developed by the researcher. Thirty-four statements which reflect attitudes toward married women's employment were prepared and administered to sixty women; scores on these were computed, and the attitude inventories ranked according to total score. These were then divided into four groups of fifteen each; the thirty inventories with middle scores were discarded, and the fifteen having the highest scores and the fifteen with the lowest scores were used for making an item analysis. Mean scores for these two groups were then computed for each item in the attitude inventory, and the twenty items having the greatest difference in mean scores were used in the revised attitude inventory as statements which would discriminate and reflect attitudes. T-ratios were computed, and all twenty items used in the revised inventory had t-ratios significant at the .01 level; fifteen of the twenty were significant at the .001 level.
Half of the statements in the attitude inventory were worded so that the strongly agree responses carried the greatest weight, and the other half consisted of statements which had the scoring system reversed.\(^1\) Highest possible score was 100; lowest possible score was 20. Scores below 60 indicated a negative attitude, and scores above 60 are considered as positive, or favorable. The attitude inventory and a summation of mean scores and standard deviations may be found in the appendix.

**Collecting the Data**

After locating the respondent, the interviewer used an interview schedule and an attitude inventory for collecting data. Interviews were made during October and November, 1969.

If the respondent was not at home, the interviewer made three callbacks before designating the respondent as not available. Of the 236 respondents drawn, there were 213 completed interviews, 11 refusals, 8 were drawn from undeveloped areas, and 4 respondents could not be contacted.

**Analyzing the Data**

Following collection of data, information was coded and transferred to computer cards for tabulation and analysis.

The one-way analysis of variance was used to test the null hypothesis. This was done on an IBM-360/65 computer, using program

BMDX 64, a general linear hypothesis program which corresponds to the "fixed constants" model, or Model I.

In some instances where a strong relationship was found, further analysis was made.
CHAPTER IV

FINDINGS

In this chapter each hypothesis is stated with a brief description of the procedure used in testing it and an objective presentation of the results.

Certain other data which was collected but not analyzed statistically is also reported in the belief that its inclusion will give the reader further insight into the problem and situation.

SELECTED PERSONAL FACTORS AND ATTITUDE

Selected individual characteristics were examined for possible relationship to attitudes toward married women's employment. They are presented as follows:

Age

H₀: There is no relationship between the married woman's age and attitude toward married women's employment.

Hₜ: There is a relationship between the married woman's age and attitude toward married women's employment.

To test this, respondents were grouped into six age categories: 24 and under, 25-34, 35-44, 45-54, 55-64, and 65 or over; mean attitude scores of the six categories were then tested for variance. As Table 1 indicates, no differences were found, and the null hypothesis is accepted.
Table 1

Analysis of Variance of Attitude Scores and Age

<table>
<thead>
<tr>
<th>Source</th>
<th>SS</th>
<th>DF</th>
<th>k.S</th>
<th>P</th>
</tr>
</thead>
<tbody>
<tr>
<td>Between Groups</td>
<td>941.583</td>
<td>2</td>
<td>188.317</td>
<td>1.295</td>
</tr>
<tr>
<td>Within Groups</td>
<td>30099.2</td>
<td>72</td>
<td>149.407</td>
<td></td>
</tr>
<tr>
<td>Total</td>
<td>31040.8</td>
<td>212</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Not Significant

Employment History

H⁰: There is no relationship between the married woman's employment history and attitude toward married women's employment.

H¹: There is a relationship between the married woman's employment history and attitude toward married women's employment.

The respondents were divided into two groups: those who had at some time in their lives participated in employment, and those who had not. As shown in Table 3, a significant difference was found to exist; women who had been in paid employment held more favorable attitudes toward married women's employment than those who had not. This evidence causes the null hypothesis to be rejected, and the alternate hypothesis accepted.
Table 2
Data for Analysis of Variance of Attitude Scores and Employment History

<table>
<thead>
<tr>
<th>Treatment Group</th>
<th>Previously Employed</th>
<th>Never Employed</th>
</tr>
</thead>
<tbody>
<tr>
<td>Sample Size</td>
<td>190</td>
<td>23</td>
</tr>
<tr>
<td>Mean Score</td>
<td>61.7158</td>
<td>55.2174</td>
</tr>
<tr>
<td>Standard Deviation</td>
<td>12.2975</td>
<td>8.5064</td>
</tr>
</tbody>
</table>

Table 3
Analysis of Variance of Attitude Scores and Employment History

<table>
<thead>
<tr>
<th>Source</th>
<th>SS</th>
<th>DF</th>
<th>MS</th>
<th>( F )</th>
</tr>
</thead>
<tbody>
<tr>
<td>Between Groups</td>
<td>866.3960</td>
<td>1</td>
<td>866.3960</td>
<td>6.0585*</td>
</tr>
<tr>
<td>Within Groups</td>
<td>31040.6055</td>
<td>212</td>
<td>143.0057</td>
<td></td>
</tr>
<tr>
<td>Total</td>
<td>311270.9015</td>
<td>213</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

\*p \leq .05

Further examination of this hypothesis was made to determine if the location of this experience in the woman's life cycle showed any relationship to the attitude she might hold regarding married women's employment. It was postulated that there would be no difference in the attitude toward married women's employment between those married women who worked prior to marriage and those who did not. Data were grouped according to those who had been employed prior to marriage and those who had not, and these two groups were tested for variance. As
indicated in Table 4, no differences were found, and this null hypothesis is supported.

Table 4

Analysis of Variance of Attitude Scores and Employment Prior to Marriage

<table>
<thead>
<tr>
<th>Source</th>
<th>SS</th>
<th>DF</th>
<th>MS</th>
<th>F</th>
</tr>
</thead>
<tbody>
<tr>
<td>Between Groups</td>
<td>48.3428</td>
<td>1</td>
<td>48.3428</td>
<td>0.3289</td>
</tr>
<tr>
<td>Within Groups</td>
<td>31013.3320</td>
<td>211</td>
<td>146.9826</td>
<td></td>
</tr>
<tr>
<td>Total</td>
<td>31061.6719</td>
<td>212</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Not Significant

Another postulation was made: that there is no difference in the attitude toward married women's employment between those married women who have been employed since marriage and those who have not. When analyzed on this basis, a significant difference at the .01 level was found, as shown in Table 6. Therefore, this hypothesis is rejected and an alternative postulation made, that women who have been employed since marriage tend to have a more favorable attitude toward married women's employment than those who have not worked since marriage.
Another hypothesis related to employment history was proposed: that there would be no difference in attitude toward married women's employment between those married women who were currently employed and those who were not. Evidence presented in Table 8 does not support this hypothesis, but indicates a difference significant at the .001 level. Therefore, this hypothesis is rejected, and data would support an alternate hypothesis, that those women who are currently employed hold
a significantly more favorable attitude toward married women's employment than do those not currently employed.

Table 7
Data for Analysis of Variance of Attitude Scores and Current Employment Status

<table>
<thead>
<tr>
<th>Treatment Group</th>
<th>Currently Employed</th>
<th>Not Currently Employed</th>
</tr>
</thead>
<tbody>
<tr>
<td>Sample Size</td>
<td>64</td>
<td>149</td>
</tr>
<tr>
<td>Mean Score</td>
<td>67.6563</td>
<td>58.1611</td>
</tr>
<tr>
<td>Standard Deviation</td>
<td>12.6230</td>
<td>10.7067</td>
</tr>
</tbody>
</table>

Table 8
Analysis of Variance of Attitude Scores and Current Employment Status

<table>
<thead>
<tr>
<th>Source</th>
<th>SS</th>
<th>DF</th>
<th>MS</th>
<th>F</th>
</tr>
</thead>
<tbody>
<tr>
<td>Between Groups</td>
<td>4036.3906</td>
<td>1</td>
<td>4036.3906</td>
<td>31.5287***</td>
</tr>
<tr>
<td>Within Groups</td>
<td>27004.2734</td>
<td>211</td>
<td>127.9823</td>
<td></td>
</tr>
<tr>
<td>Total</td>
<td>31405.6641</td>
<td>212</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

***p ≤ .001

Level of Education

H₀: There is no relationship between the married woman's level of education and her attitude toward married women's employment.

H₁: There is a relationship between the married woman's level of education and her attitude toward married women's employment.
Respondents were asked to indicate their educational attainment and vocational training. Data were grouped into the following categories: 1-5 years, 6-11 years, high school diploma, some college hours, college graduate, graduate work, graduate degree, and trade or vocational training. When tested for relationship to attitude, the analysis of variance yielded an F ratio significant at .05, therefore, the null hypothesis must be rejected and the alternate hypothesis accepted. Married women who have some college education or vocational training tend to hold more favorable views toward married women's employment than do those who have less formal education. Table 10 shows the result of this test.
### Table 9

Data for Analysis of Variance of Attitude Scores and Level of Education

<table>
<thead>
<tr>
<th>Source</th>
<th>1-3 Years</th>
<th>9-11 Years</th>
<th>High School Diploma</th>
<th>Some College Hours</th>
<th>College Grad. Work</th>
<th>Grad. Work</th>
<th>Grad. Degree</th>
<th>Trade or Vocational</th>
</tr>
</thead>
<tbody>
<tr>
<td>Sample Size</td>
<td>41</td>
<td>52</td>
<td>70</td>
<td>24</td>
<td>6</td>
<td>4</td>
<td>2</td>
<td>23</td>
</tr>
<tr>
<td>Mean Score</td>
<td>76.8293</td>
<td>77.9211</td>
<td>63.7571</td>
<td>64.4167</td>
<td>63.1250</td>
<td>70.7500</td>
<td>64.0000</td>
<td>66.6956</td>
</tr>
</tbody>
</table>

### Table 10

Analysis of Variance of Attitude Scores and Level of Education

<table>
<thead>
<tr>
<th>Source</th>
<th>SS</th>
<th>DF</th>
<th>MS</th>
<th>F</th>
</tr>
</thead>
<tbody>
<tr>
<td>Between Groups</td>
<td>2373.9583</td>
<td>7</td>
<td>361.9739</td>
<td>2.6135*</td>
</tr>
<tr>
<td>Within Groups</td>
<td>27957.5367</td>
<td>202</td>
<td>138.4041</td>
<td></td>
</tr>
<tr>
<td>Total</td>
<td>33491.5537</td>
<td>209</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

*p ≤ .05
Family Status

$H_0$: There is no relationship between the married woman's family status and attitude toward married women's employment.

$H_1$: There is a relationship between the married woman's family status and attitude toward married women's employment.

The mean attitude scores of those who had children living at home were compared to the scores of those who did not, and data given the analysis of variance test. No differences were found, as Table 11 shows.

Table 11

Analysis of Variance of Attitude Scores and Family Status

<table>
<thead>
<tr>
<th>Source</th>
<th>SS</th>
<th>DF</th>
<th>MS</th>
<th>F</th>
</tr>
</thead>
<tbody>
<tr>
<td>Between Groups</td>
<td>4.4134</td>
<td>1</td>
<td>4.4134</td>
<td>0.0303</td>
</tr>
<tr>
<td>Within Groups</td>
<td>30633.782</td>
<td>210</td>
<td>144.8752</td>
<td></td>
</tr>
<tr>
<td>Total</td>
<td>30638.1953</td>
<td>211</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Not Significant

Additional analysis of this factor was done by grouping the respondents according to the grade in school of the youngest child living at home. As Table 12 shows, no relationship was found. Therefore, the null hypothesis is accepted.
Table 12

Analysis of Variance of Attitude Score and Grade of Youngest Child Living at Home

<table>
<thead>
<tr>
<th>Source</th>
<th>SS</th>
<th>DF</th>
<th>MS</th>
<th>NS</th>
<th>F</th>
</tr>
</thead>
<tbody>
<tr>
<td>Between Groups</td>
<td>210.0841</td>
<td>4</td>
<td>52.5210</td>
<td>0.3186</td>
<td></td>
</tr>
<tr>
<td>Within Groups</td>
<td>34127.3711</td>
<td>207</td>
<td>164.8665</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Total</td>
<td>34337.4531</td>
<td>211</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Not Significant

SELECTED ECONOMIC FACTORS

Two economic factors—place of residence and family income—were examined for relationship to the married woman's attitude toward married women's employment. Results from these are:

Place of Residence

$H_0$: There is no relationship between the married woman's place of residence and attitude toward married women's employment.

$H_1$: There is a relationship between the married woman's place of residence and attitude toward married women's employment.

This was tested by grouping the respondents into four classifications—rural, small town, suburban, and urban—and then analyzing their attitude scores. Table 13 presents the findings of this test. An additional test was made by grouping the respondents as rural (rural and small town) and urban (suburban and urban) with similar results. Therefore, the null hypothesis is accepted.
Table 13
Analysis of Variance of Attitude Score
and Place of Residence

<table>
<thead>
<tr>
<th>Source</th>
<th>SS</th>
<th>DF</th>
<th>MS</th>
<th>F</th>
</tr>
</thead>
<tbody>
<tr>
<td>Between Groups</td>
<td>285.2915</td>
<td>3</td>
<td>95.0972</td>
<td>0.6462</td>
</tr>
<tr>
<td>Within Groups</td>
<td>30755.4062</td>
<td>209</td>
<td>147.1550</td>
<td></td>
</tr>
<tr>
<td>Total</td>
<td>31040.6953</td>
<td>212</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Not Significant

**Family Income**

$H_0$: There is no relationship between the married woman's family income and attitude toward married women's employment.

$H_1$: There is a relationship between the married woman's family income and attitude toward married women's employment.

Data were collected on family income and tested for relationship to respondent's attitudes. As Table 14 indicates, the mean attitude score increased as family income increased; and of those who knew and reported family income, the widest range in attitude score was found in the $5000 - $7499 income group.

When analyzed for variance (see Table 15) the F ratio was significant at the .05 level, therefore the null hypothesis is rejected and the alternative hypothesis accepted. Married women with higher family incomes tend to hold more favorable attitudes toward married women's employment than do those with lower family incomes.
### Table 14
Data for Analysis of Variance of Attitude Score and Family Income

<table>
<thead>
<tr>
<th>Treatment Group</th>
<th>Under $3,000</th>
<th>$34,999</th>
<th>$37,499</th>
<th>$39,999</th>
<th>$41,999</th>
<th>$43,999</th>
<th>$45,999</th>
<th>$47,999</th>
<th>$49,999</th>
<th>$51,999</th>
<th>$53,999</th>
<th>$55,999</th>
<th>DK</th>
<th>NR</th>
</tr>
</thead>
<tbody>
<tr>
<td>Sample Size</td>
<td>22</td>
<td>22</td>
<td>39</td>
<td>44</td>
<td>39</td>
<td>13</td>
<td>8</td>
<td>23</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Mean Score</td>
<td>57.3182</td>
<td>59.2051</td>
<td>60.1136</td>
<td>64.7949</td>
<td>69.7692</td>
<td>59.2500</td>
<td>60.5652</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

### Table 15
Analysis of Variance of Attitude Scores and Family Income

<table>
<thead>
<tr>
<th>Source</th>
<th>SS</th>
<th>DF</th>
<th>F</th>
<th>PS</th>
</tr>
</thead>
<tbody>
<tr>
<td>Between Groups</td>
<td>2139.5591</td>
<td>7</td>
<td>3.34.3227</td>
<td>2.1571*</td>
</tr>
<tr>
<td>Within Groups</td>
<td>2311.3123</td>
<td>205</td>
<td>11.33</td>
<td>11.33</td>
</tr>
<tr>
<td>Total</td>
<td>3150.8711</td>
<td>212</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

*p ≤ .05
SELECTED SOCIO-PSYCHOLOGICAL FACTORS

Several factors which, through interpersonal and intergroup relationships, are likely to influence behavior were subjected to analysis in this study. They are presented as follows:

Satisfaction Derived from Housework

$H_0$: There is no relationship between the married woman's satisfaction derived from housework and attitude toward married women's employment.

$H_1$: There is a relationship between the married woman's satisfaction derived from housework and attitude toward married women's employment.

Respondents were read five statements about performing household tasks and asked to indicate which one best described their feelings. These were compiled into three groups: those who enjoy housework, those who dislike it, and those who held ambivalent or neutral feelings about it. Respondents with positive feelings toward doing housework were less favorable toward employment outside the home (their mean attitude score was 60.2) than those with negative feelings (mean score 64.7). However, when given the analysis of variance test (Table 16) no significant relationships were found, and the null hypothesis is accepted.
Table 16
Analysis of Variance of Attitude Score and Satisfaction Derived from Housework

<table>
<thead>
<tr>
<th>Source</th>
<th>SS</th>
<th>DF</th>
<th>ES</th>
<th>F</th>
</tr>
</thead>
<tbody>
<tr>
<td>Between Groups</td>
<td>593.4902</td>
<td>3</td>
<td>197.8301</td>
<td>1.3570</td>
</tr>
<tr>
<td>Within Groups</td>
<td>30468.2031</td>
<td>209</td>
<td>145.7809</td>
<td></td>
</tr>
<tr>
<td>Total</td>
<td>31061.6914</td>
<td>212</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Not Significant

Satisfaction with the Family Income

$H_0$: There is no relationship between the married woman's expressed satisfaction with family income and attitude toward married women's employment.

$H_1$: There is a relationship between the married woman's expressed satisfaction with family income and attitude toward married women's employment.

To determine the respondent's satisfaction or dissatisfaction with the amount of money available for family living, respondent was asked to indicate, on a 4-point scale, her feelings about the amount of money available for her family to live on. These four treatment groups were then tested for variance in attitude scores and the results of this are shown in Table 17. No significant differences were found, therefore the null hypothesis is supported.
Table 17

Analysis of Variance of Attitude Score and Satisfaction with Family Income

<table>
<thead>
<tr>
<th>Source</th>
<th>SS</th>
<th>DF</th>
<th>MS</th>
<th>F</th>
</tr>
</thead>
<tbody>
<tr>
<td>Between Groups</td>
<td>65.3010</td>
<td>3</td>
<td>21.7670</td>
<td>3.1510</td>
</tr>
<tr>
<td>Within Groups</td>
<td>29843.3823</td>
<td>207</td>
<td>144.1709</td>
<td></td>
</tr>
<tr>
<td>Total</td>
<td>29908.6836</td>
<td>210</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Not Significant

Satisfaction from Volunteer Service

H₀: There is no relationship between the married woman's satisfaction with volunteer service and attitude toward married women's employment.

H₁: There is a relationship between the married woman's satisfaction with volunteer service and attitude toward married women's employment.

Respondents were asked if they sometimes participate in volunteer service, and the analysis of variance was computed for these data. As Table 18 indicates, no differences were found to exist between these two groups.
Table 1C
Analysis of Variance of Attitude Scores and Participation in Volunteer Work

<table>
<thead>
<tr>
<th>Source</th>
<th>SS</th>
<th>DF</th>
<th>MS</th>
<th>F</th>
</tr>
</thead>
<tbody>
<tr>
<td>Between Groups</td>
<td>10.4195</td>
<td>1</td>
<td>10.4195</td>
<td>0.0708</td>
</tr>
<tr>
<td>Within Groups</td>
<td>30665.9062</td>
<td>210</td>
<td>147.0757</td>
<td></td>
</tr>
<tr>
<td>Total</td>
<td>30676.3242</td>
<td>211</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Not Significant

Further analysis of this variable was made by asking those who do participate if they like to do volunteer work or if they prefer not to. Again, no significant differences were evident (see Table 19). On the strength of this evidence, the null hypothesis—that there is no difference in the attitude toward married women's employment and her participation in volunteer service—is accepted.

Table 19
Analysis of Variance of Attitude Scores and Satisfaction from Volunteer Work

<table>
<thead>
<tr>
<th>Source</th>
<th>SS</th>
<th>DF</th>
<th>MS</th>
<th>F</th>
</tr>
</thead>
<tbody>
<tr>
<td>Between Groups</td>
<td>313.7856</td>
<td>2</td>
<td>156.8928</td>
<td>1.1036</td>
</tr>
<tr>
<td>Within Groups</td>
<td>15922.4336</td>
<td>112</td>
<td>142.1646</td>
<td></td>
</tr>
<tr>
<td>Total</td>
<td>16236.2187</td>
<td>114</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Not Significant
Perception of Husband's Feelings Regarding Wife's Employment

H₀: There is no relationship between the married woman's perception of husband's attitude about wives' employment and her attitude toward married women's employment.

H₁: There is a relationship between the married woman's perception of husband's attitude about wives' employment and her attitude toward married women's employment.

Respondents were asked to indicate on a five-point scale, ranging from strongly approve to strongly disapprove, how they believed their husbands would feel about (the wife's) employment. Attitude scores from these five groups were then analyzed for variance, with results shown in Table 20. Since the F ratio exceeds the .001 level of significance, as Table 21 indicates, the hypothesis is rejected. The alternate hypothesis, that there is a relationship between the married woman's attitude and her perception of her husband's attitude toward married women's employment is supported. Women who perceive their husband's attitude toward (the wife's) employment as favorable will tend to have significantly more positive attitudes toward married women's employment.
Table 20

Data for Analysis of Variance of Attitude Scores and Perception of Husband's Attitude

<table>
<thead>
<tr>
<th>Treatment Group</th>
<th>Strongly Approves</th>
<th>Lildly Approves</th>
<th>Neutral</th>
<th>Lildly Disapproves</th>
<th>Strongly Disapproves</th>
<th>NR</th>
<th>DK</th>
</tr>
</thead>
<tbody>
<tr>
<td>Sample Size</td>
<td>32</td>
<td>36</td>
<td>22</td>
<td>43</td>
<td>77</td>
<td>71</td>
<td>71</td>
</tr>
<tr>
<td>Mean Score</td>
<td>71.7813</td>
<td>63.8333</td>
<td>64.1364</td>
<td>59.0233</td>
<td>55.7532</td>
<td>46.0000</td>
<td>56.5000</td>
</tr>
<tr>
<td>Standard Deviation</td>
<td>10.7004</td>
<td>11.6507</td>
<td>11.4447</td>
<td>10.6536</td>
<td>9.6247</td>
<td>0.0</td>
<td>37.4761</td>
</tr>
</tbody>
</table>

Table 21

Analysis of Variance of Attitude Score and Perception of Husband's Attitude

<table>
<thead>
<tr>
<th>Source</th>
<th>SS</th>
<th>DF</th>
<th>MS</th>
<th>F</th>
</tr>
</thead>
<tbody>
<tr>
<td>Between Groups</td>
<td>6778.122</td>
<td>6</td>
<td>1129.687</td>
<td>9.5915***</td>
</tr>
<tr>
<td>Within Groups</td>
<td>24263.7305</td>
<td>206</td>
<td>117.7802</td>
<td></td>
</tr>
<tr>
<td>Total</td>
<td>31040.8633</td>
<td>212</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

***, p ≤ .001
Perception of Children’s Feelings Regarding Maternal Employment

H₀: There is no relationship between the married woman’s perception of children’s feelings regarding mothers’ employment and attitude toward married women’s employment.

H₁: There is a relationship between the married woman’s perception of children’s feelings regarding mothers’ employment and attitude toward married women’s employment.

In this test only those respondents who have children living at home were considered (N = 130). The five-point scale was employed to measure the respondent’s perception of children’s feelings about mother’s employment. Attitude scores of these five groups were then subjected to the analysis of variance test, which produced an F ratio significant at .001 level (Tables 22 and 23 present these data).

The null hypothesis is therefore rejected, and the alternate hypothesis accepted: there is a relationship between the married woman’s attitude toward married women’s employment and her perception of their children’s feelings about mother’s employment. Women who perceive their children as approving mother’s employment will hold significantly more positive attitudes toward married women’s employment.
Table 22

Data for Analysis of Variance of Attitude Score and Perception of Children's Feelings Regarding Maternal Employment

<table>
<thead>
<tr>
<th>Treatment Group</th>
<th>Strongly Approves</th>
<th>Mildly Approves</th>
<th>Neutral</th>
<th>Mildly Disapproves</th>
<th>Strongly Disapproves</th>
<th>DK</th>
</tr>
</thead>
<tbody>
<tr>
<td>Sample Size</td>
<td>14</td>
<td>21</td>
<td>6</td>
<td>39</td>
<td>47</td>
<td>3</td>
</tr>
<tr>
<td>Mean Score</td>
<td>70.5000</td>
<td>71.1905</td>
<td>54.3333</td>
<td>58.0513</td>
<td>57.7659</td>
<td>57.3333</td>
</tr>
</tbody>
</table>

Table 23

Analysis of Variance of Attitude Score and Perception of Children's Feelings Regarding Maternal Employment

<table>
<thead>
<tr>
<th>Source</th>
<th>SS</th>
<th>DF</th>
<th>MS</th>
<th>F</th>
</tr>
</thead>
<tbody>
<tr>
<td>Between Groups</td>
<td>4575.6687</td>
<td>5</td>
<td>915.0938</td>
<td>8.0861***</td>
</tr>
<tr>
<td>Within Groups</td>
<td>14352.9961</td>
<td>124</td>
<td>113.1693</td>
<td></td>
</tr>
<tr>
<td>Total</td>
<td>18638.6648</td>
<td>129</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

***p ≤ .001
Correlation of Peer Group’s Feelings Regarding Married Women’s Employment

H0: There is no relationship between the married woman's perception of peer group's feelings regarding married women's employment and her attitude toward married women's employment.

H1: There is a relationship between the married woman's perception of peer group's feelings regarding married women's employment and her attitude toward married women's employment.

The five-point scale used to measure perception of husband's and children's feelings was also used to obtain data here. Analysis of the data (see Tables 24 and 25) shows a strong relationship between the attitude score and perceived feelings of the peer group. Therefore, the null hypothesis must be rejected, and the alternate hypothesis accepted. Women who believe their peers approve married women's employment tend to have significantly higher (more positive) attitude scores than do those who feel that their peers disapprove.
### Table 24

Data for Analysis of Variance of Attitude Score and Perception of Peer Group's Feelings Regarding Married Women's Employment

<table>
<thead>
<tr>
<th>Treatment Group</th>
<th>Strongly Approves</th>
<th>Mildly Approves</th>
<th>Neutral</th>
<th>Mildly Disapproves</th>
<th>Strongly Disapproves</th>
<th>NR</th>
<th>DK</th>
</tr>
</thead>
<tbody>
<tr>
<td>Sample Size</td>
<td>33</td>
<td>72</td>
<td>34</td>
<td>33</td>
<td>16</td>
<td></td>
<td>21</td>
</tr>
<tr>
<td>Mean Score</td>
<td>65.3939</td>
<td>63.8529</td>
<td>57.5757</td>
<td>50.8750</td>
<td>51.2530</td>
<td>58.7519</td>
<td></td>
</tr>
</tbody>
</table>

### Table 25

Analysis of Variance of Attitude Score and Perception of Peer Group's Feelings Regarding Married Women's Employment

<table>
<thead>
<tr>
<th>Source</th>
<th>SS</th>
<th>DF</th>
<th>MS</th>
<th>F</th>
</tr>
</thead>
<tbody>
<tr>
<td>Between Groups</td>
<td>3633.1724</td>
<td>6</td>
<td>605.5283</td>
<td>4.5512***</td>
</tr>
<tr>
<td>Within Groups</td>
<td>27407.6753</td>
<td>236</td>
<td>133.0470</td>
<td></td>
</tr>
<tr>
<td>Total</td>
<td>31040.8477</td>
<td>242</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

***p ≤ .001
Occupational Status

H₀: There is no relationship between the married woman's occupational status and attitude toward married women's employment.

H₁: There is a relationship between the married woman's occupational status and attitude toward married women's employment.

This hypothesis was tested in two ways: first, by taking all respondents who had been employed at any time since marriage and comparing their occupational status with mean attitude score; and by using those respondents who were employed at the time data were collected and comparing occupational status of their present jobs and mean attitude scores.

Tables 26 and 27 show results of testing this hypothesis using all respondents who had been employed sometime since marriage. Significant differences in attitudes were found (at .01 level) with those in higher-status occupations (professionals and managers) having more favorable attitudes toward employment than those in lower-status occupations (private household and service workers).

Of those respondents currently employed, similar results were found (see Tables 28 and 29). Although of less magnitude, the difference was extremely close to the .05 level. Therefore, the null hypothesis is rejected, and the alternate hypothesis accepted. It should be noted that in two classes (managers and operatives) cell size was extremely small.
Table 26
Data for Analysis of Variance of Attitude Score and Occupational Status of Women Employed Since Marriage

<table>
<thead>
<tr>
<th>Source</th>
<th>Professional</th>
<th>Managers</th>
<th>Clerical</th>
<th>Sales</th>
<th>Craftsman</th>
<th>Operatives</th>
<th>Private Household</th>
<th>Service</th>
<th>DK</th>
</tr>
</thead>
<tbody>
<tr>
<td>Sample Size</td>
<td>15</td>
<td>1</td>
<td>49</td>
<td>22</td>
<td>1</td>
<td>27</td>
<td>8</td>
<td>30</td>
<td>2</td>
</tr>
<tr>
<td>Mean Score</td>
<td>73.3333</td>
<td>80.0000</td>
<td>63.8979</td>
<td>62.3182</td>
<td>76.0000</td>
<td>61.2963</td>
<td>57.7500</td>
<td>56.9333</td>
<td>53.0000</td>
</tr>
<tr>
<td>Standard Deviation</td>
<td>12.7429</td>
<td>0.0</td>
<td>12.4117</td>
<td>13.0799</td>
<td>0.0</td>
<td>9.0333</td>
<td>13.9156</td>
<td>13.7563</td>
<td>4.2426</td>
</tr>
</tbody>
</table>

Table 27
Analysis of Variance of Attitude Score and Occupational Status of Women Employed Since Marriage

<table>
<thead>
<tr>
<th>Source</th>
<th>SS</th>
<th>DF</th>
<th>MS</th>
<th>F</th>
</tr>
</thead>
<tbody>
<tr>
<td>Between Groups</td>
<td>3675.1367</td>
<td>8</td>
<td>459.3921</td>
<td>3.0153**</td>
</tr>
<tr>
<td>Within Groups</td>
<td>22243.5117</td>
<td>146</td>
<td>152.3526</td>
<td></td>
</tr>
<tr>
<td>Total</td>
<td>25918.6484</td>
<td>154</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**p ≤ .01**
Table 23

Data for Analysis of Variance of Attitude Score and Occupational Status of Women Currently Employed

<table>
<thead>
<tr>
<th>Treatment Group</th>
<th>Professional</th>
<th>Managers</th>
<th>Clerical</th>
<th>Sales</th>
<th>Craftsmen</th>
<th>Operatives</th>
<th>Private Household</th>
<th>Service</th>
</tr>
</thead>
<tbody>
<tr>
<td>Sample Size</td>
<td>3</td>
<td>1</td>
<td>18</td>
<td>8</td>
<td>1</td>
<td>8</td>
<td>4</td>
<td>16</td>
</tr>
<tr>
<td>Mean Score</td>
<td>74.6250</td>
<td>80.0000</td>
<td>75.9444</td>
<td>71.2500</td>
<td>76.0000</td>
<td>67.0000</td>
<td>65.0000</td>
<td>59.8125</td>
</tr>
<tr>
<td>Standard Deviation</td>
<td>9.6649</td>
<td>0.5</td>
<td>12.9818</td>
<td>8.2419</td>
<td>0.0</td>
<td>10.4745</td>
<td>12.1381</td>
<td>13.2877</td>
</tr>
</tbody>
</table>

Table 29

Analysis of Variance of Attitude Score and Occupational Status of Women Currently Employed

<table>
<thead>
<tr>
<th>Source</th>
<th>SS</th>
<th>DF</th>
<th>MS</th>
<th>F</th>
</tr>
</thead>
<tbody>
<tr>
<td>Between Groups</td>
<td>2130.6016</td>
<td>7</td>
<td>304.3716</td>
<td>2.1736</td>
</tr>
<tr>
<td>Within Groups</td>
<td>739.2739</td>
<td>36</td>
<td>20.4127</td>
<td></td>
</tr>
<tr>
<td>Total</td>
<td>9939.8755</td>
<td>63</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Not Significant: F(7, 36) = 2.18
CHAPTER V

DISCUSSION

Data from these tests offer evidence which has some interesting implications for continuing educators and employment personnel. Knowledge of attitudes and an understanding of the factors that are related to, or perhaps contribute to, these attitudes should be useful for those who develop and execute continuing education programs and to persons involved in the employment system—counselors, supervisors, personnel officers, and employers.

In this study certain variables were found to be related to the attitudes married women hold toward married women's employment; others were found to have no relationship. It is useful to know what does not, as well as what does, bear a relationship to these attitudes.

Such relationships do not imply causality, and the reader is cautioned against making such conclusions. This data simply offers evidence that there is, or is not, a relationship present.

Having been employed at some time appears to be closely related to attitude, with those women who have worked showing significantly more approval for married women's engaging in employment.

Further investigation of this factor was made to determine if the location of the work experience in the woman's life cycle was of any consequence. It was not if her employment was prior to marriage;
but was important if she had worked since marriage. A more favorable view toward employment was held by those who had worked after marriage than was by those who had not, and the attitude was found to be considerably more positive among those who were employed at the time data were collected. These findings are congruent with Sobol's study of commitment to work (Sobel, 1963), which stated that work prior to marriage was not related to present employment or future work plans, but that for non-working wives, employment since marriage was the most important determinant of future work plans.

This suggests that the woman's attitude may be strongly influenced by her husband's attitude and by the couple's values and goals for their family.

Demographic data reveal that women appear to have developed a two-phase lifetime working cycle—taking a job when first out of school, withdrawing from employment for marriage and motherhood, and returning to paid employment when she feels the children no longer need full-time mothering. However, no association between age and attitude was found to exist in this study, nor was the presence of children in the home found to be related to attitude.

Earlier studies had found a direct relationship between educational attainment of women and their labor force participation, (U.S. Dept. of Labor, Women's Bureau, 1967, 1969). Data from this study also found a relationship between educational attainment and attitude towards employment. Those with one to eight years of schooling had a mean attitude score of 56.8, which is slightly negative toward employment, while the mean score of college graduates was 63.1, or slightly positive. Highest mean scores were found in
those who had done college work beyond the baccalaureate degree and
those with trade or vocational schooling.

Obviously, countless other factors have influenced individuals
to continue or terminate their formal education; however, with regard
to employment, one can speculate that because a woman aspires to have
a career she has prepared herself for it through formal education and
training. Others might argue that through the process of becoming
trained or educated she has come to feel that outside-the-home
activities such as employment offer positive rewards and personal
satisfaction.

The family's financial need is one reason some women seek
employment, and the desire for material goods and services functions
to draw—or keep—others there. It is often the added dollars from
the wife's paycheck that provide many amenities which a family might
not otherwise afford.

While it is recognized that there are numerous other factors
involved in a woman's decision to work, economic rewards in the form
of paychecks and fringe benefits do influence, in varying degrees,
her decision.

It would seem, then, that if a family's income is low, one
alternative way of relieving this economic stress would be for the
wife to enter the labor force. However, data from this study found a
positive correlation between income and attitude—respondents with
low income held negative attitudes; as incomes increased, attitudes
moved from negative to positive. Respondents with less than $3000
annual family income were opposed to wives' working, as were those
with family income up to $7,500. When the income exceeded $7,000, attitudes toward wives' employment were positive, and those with $1,000 or more annual family income held quite favorable attitudes toward married women's employment.

Further research is needed to determine why this phenomenon exists. However, the fact that it does exist should be useful information to those individuals and institutions whose mission is to develop opportunities for the poor to improve their level of living. This study makes no attempt to discover causality, but further analysis of data collected in the study might provide clues. It is anticipated that this can and will be accomplished at a later date.

Women in higher-status occupations were found to hold more positive attitudes about employment than those in low-status occupations. Those in professional and managerial positions and craftsmen had mean scores which reflected strong approval of the married woman's working; service workers' scores reflected mild disapproval.

The Sobol study (1963) investigated mothers' commitment to work, that is, their long-range work plans. He found that those working in operative jobs were least interested in future work careers, and suggested that this may reflect a basically unsatisfying nature of their work. Brewer and Locke (1965) presented evidence that task experience is capable of influencing an individual's beliefs, values, and preferences, not only to the task itself but also over time becomes generalized to other areas of life. They theorized that occupational experience affects one's system of beliefs, values, and preferences.
Again, the reader is cautioned against making causality inferences from this study. These findings do not imply occupation as a source of attitude toward employment. The findings are not incongruent, however, with the Sobel and Breer and Locke studies, that nature of the task influences the performer's attitude toward that task.

The variables of levels of satisfaction—with housework tasks, volunteer service, and family income—all showed no relationship to attitude when tested. This suggests that even though the individual was dissatisfied with these, she did not necessarily perceive outside employment as an alternative which would possibly alleviate her dissatisfaction.

Attitudes of those dissatisfied with housework tasks were somewhat more positive than those who indicated satisfaction; the latter group and those ambivalent in their feelings were neutral. However, the difference was not of sufficient magnitude to be significant.

Respondents were asked to indicate how they thought certain others felt about married women's employment. Interesting relationships were found. Women who had favorable attitudes toward employment also believed their husbands, children, and peers would approve of their employment outside the home, while those who were negative in their attitude tended to perceive husbands, children, and peers as disapproving of married women working outside the home. One might speculate that a positive, supportive attitude among family members, particularly the husband, is a requisite for the married woman to engage in employment; that without their support and
assistance in maintaining the household, employment of the homemaker would create a strain on the marriage (or family) for those involved. The Yeil study (Yeil, 1961) presents evidence in support of this, as does the one by Orden and Bradburn (Orden and Bradburn, 1969).

Limitations of the Study

The findings of this study raise further questions, which is desirable. Certain relationships and non-relationships have been established; these are not to be interpreted as cause-and-effect, but simply point to the fact that there is, or is not, a relationship.

The generalizability of the results is limited to the following points:

1. The method for selecting respondents is as near random sampling as was possible in this situation. However, there is no evidence of bias in that the housing units, from which respondents were located, were selected by chance. It, therefore, seems reasonable that one need not be overly cautious in generalizing.

2. Efforts were made to minimize any interviewer bias; and it is believed that these efforts were successful. However, such could have been present.

It was stated earlier that the findings presented herein raise further questions about the attitudes of married women toward employment. This is desirable. Identification of the existence or non-existence of certain relationships is an important aspect of research, but should be viewed as simply one link of the chain in man's quest for knowledge. It is hoped that these findings will stimulate further research which will seek to identify other factors related to
attitudes toward married women's employment and provide answers as to why the relationships do or do not exist. Such information would meaningfully extend the body of knowledge and would be useful to sociologists, educators, employment counselors, and others.

**Implications for Educational Programs**

The trend for large numbers of married women to engage in outside employment has been clearly established, and forecasters expect both the number and percentage of married women in the labor force to continue to increase in the years immediately ahead. This fact, and the attitudes people hold in regard to it, have certain implications for educators and others.

However, before any implications are set forth, it would perhaps be expedient to state certain beliefs and assumptions which seem relevant to this writer:

1. Employment may offer both tangible and intangible rewards to women in ways that are personally satisfying; this in turn can cause her to function more effectively in other roles.

2. Ideally, society is concerned with each individual, considers it desirable for each individual to reach his potential, and seeks ways whereby this may be achieved.

3. Society is concerned with economically disadvantaged families and the problems inherent therein and seeks to find ways of ameliorating the situation.

4. The educator's function is to create a learning situation in which the learner changes from his present state toward a desired state. Degree of change will vary; present state and
desired state are (here) unspecified; and the educator's influence is catalytic. Nonetheless, he is concerned with change.

5. Educational programs seek to effect change, but in order to bring this about, the educator must accept the learner "as is."

It is from this vantage point that the following implications are drawn:

There is a need for more information about the relationship between family income and attitude towards employment. Data in this study found women of low to modest income to have negative attitudes toward employment. Experiments should be designed to determine why. In the meantime, efforts should be made to find ways of alleviating their economic stress.

One obvious way to increase family income is for the wife to work (other circumstances permitting). Efforts should be made to improve the woman's employability. This may involve changing attitudes—both hers and the employers—or it might necessitate job training, or both. Employers and society in general need a better understanding of the socially and economically deprived's value system, and the low-income employee will need to be educated to the requirements of employers if she is to be successfully employed.

There is a need for continuing education and training programs which provide the would-be employee with the tools necessary for employment. This and other research has found a relationship between education and attitude; while this study does not imply causality, it seems reasonable to assume that more education gives the employee wider alternatives for employment.
Especially for the mature woman who has been away from the employment scene for a few years, programs should be offered which allow her to upgrade vocational skills. These could be refresher courses, additional training, or training for new careers. Such training will also give individuals skill and self-confidence regarding ability to get and keep a job.

A correlation between education and income has been established and is accepted as fact. Further education and training related to employment would not only improve employability but should also result in increased earning power.

There is a need for educational programs which will develop more positive attitudes toward married women's employment, and these programs should be directed to women, families, and communities. That women can effectively combine marriage and a career has been demonstrated, and the number and percentage of women who choose to do so is expected to increase. As this occurs, it becomes increasingly important for society to hold positive attitudes about women's right to choose whether or not they will participate in employment. For the individual woman, society's acceptance of her employment is necessary for her self-concept; for her family, it is necessary to understand and accept changes which take place as she assumes this added responsibility and to be supportive of her in this new role. And it is useful for the larger society to understand the need for and effects of women's employment. This is especially true if the workers are also mothers. Much misinformation presently exists regarding effects of maternal employment.
There is a need for trained counselors who can help women analyze and evaluate their situations, abilities and interests, and opportunities, from which the individual woman can choose among the alternatives of employment, volunteer service, full-time homemaking, and activities for self-development. Such counseling should precede any educational or training programs undertaken by the individual considering entry or re-entry into the labor force.

There is a need for youth programs which will help young people understand the family life patterns they will likely experience. Efforts should be made early in life to develop attitudes and skills that will be mutually supportive when both marriage partners work.

Traditionally, certain tasks in the home have been viewed as "man's work" and "woman's work." In families where both husband and wife are working, this traditional orientation can be stress-producing. Education can equip future generations to adapt to changing patterns of family living. Such programs should be made available to both boys and girls.

In addition, girls should receive counseling which looks beyond the traditional dichotomy of marriage or career, but instead considers total life planning.
CHAPTER VI

SUMMARY

Increasingly, women are entering into employment outside the home. Conditions have become more favorable to married women's employment, but little is known about their attitudes toward it. This study investigates what attitudes married women hold toward married women's employment, and seeks to determine the relationship of certain personal, economic, and socio-psychological factors to these attitudes.

In the study, made in Northwest Missouri, respondents were drawn from the population of married women. Data collected consisted of an attitude inventory and certain personal, economic, and socio-psychological factors. Statistical analysis was made using the one-way analysis of variance.

Significant relationships were found to exist between attitudes and the variables of employment history, level of education, family income, perception of husband's attitude, perception of children's feelings, perception of peer's feelings, and occupational classification. The groups who viewed women's employment favorably were: (a) those who had worked since marriage, (b) those with some college or vocational training, (c) those whose family incomes were $10,000 or more, (d) those who perceived husbands, children, and peers as approving of their employment, and (e) those employed in occupations of higher status.
No relationships were found between attitude and age, family status, place of residence, satisfaction derived from housework, satisfaction with family income, and satisfaction with volunteer service.

From the findings, these implications are drawn:

1. There is a need for more information about the relationship between family income and attitude towards employment.

2. There is a need for continuing education and training programs which provide the would-be employee with the tools necessary for employment.

3. There is a need for educational programs which will develop more positive attitudes toward married women's employment, and these programs should be directed to women, families, and communities.

4. There is a need for trained counselors who can help women analyze and evaluate their situations, abilities and interests, and opportunities, from which the individual woman can choose among the alternatives of employment, volunteer service, full-time homemaking, and activities for self-development.

5. There is a need for youth programs which would help young people understand the family life patterns they will likely experience.
REFERENCES


INTRODUCTION: Hello... I am [name] from [town or county] and I'm an interviewer for the University of Missouri Extension Division. We're doing a research study of attitudes of women toward women's employment outside the home, and the things learned from this study will be helpful in planning educational programs in the future.

In selecting respondents for this study, this particular house was randomly chosen. According to the research method used in this study, I have to ask a few questions of the homemaker living here. Would that be you?

Yes  No

*IF "NO": ASK FOR HOMEMAKER AND REPEAT INTRODUCTION

I must ask, also, if you are now married?

Yes  No

*IF "NO": TERMINATE INTERVIEW
C10 Len usually enter into employment during their late teens or early twenties, and remain in the labor force until retirement. However, when we think about women's employment, we find there is no set pattern. What about you... have you ever been employed?

1. Yes
2. No*
9. DK
8. NR

*IF "NO" SKIP TO C17

C11 Did you work before you were married?

1. Yes*
2. No
9. DK
8. NR

C12 *IF "YES," ASK:

What type of work did you do?

________________________________________

________________________________________

C13 Have you been employed outside the home since you married?

1. Yes
2. No*
9. DK
8. NR

*IF "NO" SKIP TO C17
C14: What type of work was this?

C15: Are you employed at the present time?

1. Yes*
2. No
3. DK
4. NR

*IF "YES," ASK:

C16: What is your present occupation?

C17: As a homemaker, you're expected to do many things... among other things, the homemaker is supposed to keep the home running smoothly, help her husband in his career, and be a good mother to her children. Yet it's up to each homemaker to work out her own schedule for doing these things. We're interested in what your day is like... about how much time do you spend each day doing housework?

C18: Which of the household tasks do you most enjoy doing?
C19 Which of the household tasks do you most dislike?

______________________________

______________________________

C20 Generally speaking, which of the following statements would you say best describes the way you feel?

1. Although there are some tasks that I don't like to do, for the most part I enjoy housework.
2. I thoroughly enjoy doing housework.
3. I'd much rather do something besides housework.
4. There are some household tasks that I enjoy, but for the most part, I don't like doing housework.
5. I don't have any feelings one way or the other—I neither like nor dislike doing housework.
8. NR

C21 If your family is like most other families, the amount of money available for living expenses is somewhat fixed. How do you feel about the amount of money you have for your family to live on... would you say that you are very satisfied, fairly satisfied, somewhat dissatisfied, or very dissatisfied with it?

1. Very satisfied
2. Fairly satisfied
3. Somewhat dissatisfied
4. Very dissatisfied
9. DK
8. NR

C22 People are the same in many ways, but no two people are alike. What are some of the ways in which you're different from most people?

______________________________

______________________________

______________________________
C24 Many people, when they think about their children, would like for them to be different from themselves in some ways. Do you have a daughter? ... (If you did) ... How would you like her to be different from you?

C25 As you think about yourself ... the person you really are ... what would you say are your strongest points?

C26 Some homemakers spend time in volunteer work. What about you ... do you sometimes work as a volunteer in community activities?

1. Yes
2. No*
9. DK
3. NR

*IF "NO": SKIP TO C30

C27 How do you feel about doing volunteer work ... In what ways do you find it satisfying?

C28 What do you dislike about it?
C29 In general, then, would you say that you like to participate in volunteer work... or that you prefer not to?

1. Likes volunteer work
2. Prefer not to
9. DK
8. NR

C30 So far, the questions we've been asking have been concerned with how you feel about certain things. Now we'd like for you to tell us how you think others feel about some things. Let's start with your husband... how do you think your husband would feel (feels) about your working outside the home... would he strongly approve, mildly approve, mildly disapprove, or strongly disapprove?

1. Strongly approve
2. Mildly approve
3. Neither approve nor disapprove
4. Mildly disapprove
5. Strongly disapprove
9. DK
8. NR

C31 How do you think your children would feel (or, if you had children, how do you think they would feel)... would they strongly approve, mildly approve, mildly disapprove, or strongly disapprove?

1. Strongly approve
2. Mildly approve
3. Neither approve nor disapprove
4. Mildly disapprove
5. Strongly disapprove
9. DK
8. NR
C32 What about your friends... how do you think they feel about married women working outside the home... would they strongly approve, mildly approve, mildly disapprove, or strongly disapprove?

1. Strongly approve
2. Mildly approve
3. Neither approve nor disapprove
4. Mildly disapprove
5. Strongly disapprove

9. DK
8. NR

C33 O.K. Now let's get back to your feelings. If you were to seek a job, you would be interested in the pay scale for that job. Would you have some idea what the pay scale is for the type of work that you might be interested in?

1. Yes*
2. No

9. DK
8. NR

C34 *IF "YES," ASK:

Do you feel that this is enough money to interest you in that job?

1. Yes
2. No

9. DK; Undecided
8. NR

C35 Have you heard about any job opportunities lately that interested you?

1. Yes
2. No*

9. DK
8. NR

*IF "NO": SKIP TO C37
What were they?

GET THE SPECIFIC OCCUPATION

Do you feel that you would need additional training to get one of those jobs... or any job that you would be interested in?

1. Yes
2. No*
9. DK
8. MR

*IF "NO": SKIP TO C40

Why do you feel this way?

What kind of training do you think you would need?

What hobbies, experience, or special interests have you that you feel would help you in getting a job?
C41 Now let's talk about your plans for the future. What about you... do you plan to work outside the home in the future?

1. Yes
2. No*
3. Undecided; hadn't thought about it
9. DK
8. NR

*IF "NO": SKIP TO C45

C42 What kind of work do you think you would be interested in doing?

C43 Would you prefer to work full time... or would part-time employment work better for you?

1. Full time
2. Part time
3. Either full time or part time
9. DK
8. NR

C44 How long would it be before you think you would seek employment?

1. Less than a year
2. Between one and five years
3. After five years
9. DK
8. NR
On this page are several statements. Would you please read them and then mark on the paper, according to the instructions at the top of the page, the way you feel about the statement. This is not an examination, and there are no right or wrong answers. It's just an inventory of the way you feel about the issues.

Collect attitude statements when respondent has completely marked each item on the inventory.

Now, if you'll answer a few factual questions about yourself, we'll be finished.

Would you please look at this card and give me the number that corresponds with the amount of schooling that you have completed?

1. 1-9 years
2. 9-11 years
3. High school diploma
4. Some college hours
5. College graduate
6. Graduate work
7. Graduate degree
   (Specify: __________)
8. Trade or vocational school
   (Specify: __________)
9. DK
10. NR
C47  Do you have children living at home?

1. Yes*
2. No
9. DK
8. NR

C46  *IF "YES," ASK:  

Are they preschool, in the elementary grades (1-8), in high school (9-12), in college, or out of school?

11. Preschool
12. Preschool and elementary
14. Preschool, elementary and high school
15. Preschool, elementary, high school, and out of school
16. Elementary
18. Elementary and high school
19. Elementary, high school, and out of school
24. High School
25. High school and out of school
26. Out of school
27. College
29. High school and college
30. Elementary through college

C49  SHOW CARD B  

Would you look at this card please, and then tell me the number that corresponds with your age group?

1. 24 or under
2. 25-34
3. 35-44
4. 45-54
5. 55-64
6. 65 or over
9. DK
8. NR
About your income, would you please look at this card and then tell me the number that corresponds with what you think your family income will be this year.

1. Under $3000
2. $3000 - $4999
3. $5000 - $7499
4. $7500 - $9999
5. $10,000 - $14,999
6. $15,000 - or more
7. DK
8. NR

This completes the interview. We appreciate your cooperation, and again I want to assure you that all information which you have given me will be held confidential. Thank you.
APPENDIX B: SUMMARY, ATTITUDE INVENTORY
SUI flARY: ATTITUDE INVENTORY

Please give your first spontaneous reaction to each of the following statements. There are no right or wrong answers. Although it may be hard to decide on some of the statements, be sure to answer all of them.

Key: Circle the letter

SA if you strongly agree with the statement
A if you tend to agree with the statement
U if you are uncertain or have no opinion
D if you tend to disagree with the statement
SD if you strongly disagree with the statement

1. Women's place is in the home. ............ 2.090  1.1750
2. Working outside the home tends to improve one's morale. ............ 3.401  1.2139
3. A wife should work only if the family needs the money ............ 2.170  1.2351
4. Having a job improves one's status. ............ 2.972  1.209
5. The married woman who worked has as high regard for her family as does the non-working wife. ............ 3.736  1.222
6. Working away from home lessens one's interest in one's home and family. ............ 3.425  1.3522
7. Women should decide whether they want marriage or a career. ............ 2.925  1.3885
8. Having a job makes a woman feel she's worth something ............ 3.057  1.2379
9. Most women can manage to work and keep house too, if they want to. ............ 3.668  1.0760
10. It is better to try to extend the budget by cutting down on living expenses than for the wife to enter employment. ............ 2.645  1.2378
11. Staying home all day is boring. ............ 2.531  1.4323
Homemaking has a few of the feelings of success and achievement that the business world offers. 2.448 1.249

Performing household tasks is not very challenging. 2.502 1.270

Much of the unrest among today's youth is caused by mothers working away from home. 2.467 1.293

It's good to work in that you are with other people. 3.712 0.975

Most men tend to resent their wife's working. 2.693 1.166

It is not fair to one's husband for a wife to take a job outside the home. 3.269 1.130

A wife cannot be a good companion to her husband and work outside the home. 3.322 1.236

The working wife usually learns to manage her time so she gets her housework done. 3.901 0.998

Married women who work desert their home for a career. 3.675 1.209

(Note: The "+") and "-" symbols preceding each statement did not appear on respondents' inventory. It is shown here to indicate the scoring system: statements with the "+" symbol received five points for a "strongly agree" response; those with "-" sign received five points for a "strongly disagree" response.)
APPENDIX C: CLASSIFICATION SYSTEM—OCCUPATIONS
1. **Professional, Technical, and Kindred Workers**

   Medical and other health workers, chiropractors, dentists, osteopaths, healers, medical and dental technicians, nutritionists, optometrists, pharmacists, physicians and surgeons, professional nurses, psychologists, therapists, veterinarians, teachers elementary and secondary schools, accountants and auditors, actors, art teachers and artists, authors, professors and instructors, dancers, dancing teachers, entertainers, librarians, musicians and music teachers.

2. **Managers, Officials, and Proprietors except Farm**

   Includes buyers, building managers, and superintendents, credit men, lodge society and union officials, postmasters, public administration, purchasing agents and buyers, railroad conductors.

3. **Clerical and Kindred Workers**

   Secretaries, stenographers and typists, bank tellers, file clerks, physicians and dentists' office attendants, stock clerks, receptionists, storekeepers, telephone operators.

4. **Sales Workers**

   Includes advertising agents and salesmen, demonstrators, insurance agent, real estate agent, brokers stock and bond salesmen, sales clerks in retail trade.
5. **Craftsmen, Foremen, and Kindred Workers**

Brick masons, carpenters, electricians, paper hangers, plumbers, stone masons, tile setters. Mechanics and repairmen, blacksmiths, coppersmiths, die makers, tinsmiths, bakers, bookbinders, cabinet makers, compositors, crane men, printers, tailors, watchmakers, window dressers.

6. **Operatives and Kindred Workers**

Drivers and deliverymen, bus drivers, chauffeurs, routemen, taxicab drivers, truck and tractor drivers, auto service and parking attendants, bus and street railway conductors, dressmakers, furnacemen, meat cutters, metal heaters, milliners, mine operatives, photographic, sewers and stitches, in manufacturing, stationary firemen, textile knitters, textile weavers, welders and flame cutters, wrappers.

7. **Private household workers**

Includes baby sitters, housekeepers, and laundresses in private household.

8. **Service Workers except Private Household**

Bailiffs, bridge tenders, constables, detectives, firemen, guards, marshals, policemen, sheriffs, watchmen, waiters, cooks and bartenders, counter and fountain workers. Other service workers, attendants, and ushers in amusement places, barbers, bootblacks, boarding and lodging house keepers, chambermaids and hotel or motel maids, charwomen, elevator operators, hairdressers, housekeepers and stewards, janitors, kitchen workers, midwives, practical nurses.

9. D.K.
APPENDIX D: RESPONSES TO OPEN-END QUESTIONS
1. Cleaning tasks
   Defrosting refrigerator
   Washing dishes
   Dusting
   Cleaning, housecleaning
   Thorough cleaning
   Sweeping, running sweeper
   Cleaning oven, cleaning stove
   Wiping walls
   Cleaning cupboards, cleaning cabinets
   Scrubbing floors
   Drying dishes
   Wiping windows
   Cleaning basement
   Cleaning bathroom
   Tending

2. Laundry tasks
   Ironing
   Washing
   Folding, laundry

3. Food preparation tasks
   Cooking

4. Clothing-related tasks
   Lending
   Sewing

5. General housework
   Making beds
   Everyday tasks, day-to-day housework
   Picking up toys
   Picking up
   Shopping for necessities
   Painting
   Everything
   Same thing, every day

6. None
   No dislikes
   Don't dislike any
How do you feel about doing volunteer work? In what ways do you find it satisfying?

Helps my children; child very proud of me.

I do not do it any more, the reaction of people when ask them for money the reason.

It is something that is worthwhile and think everybody owes the other fellow something; it contributes to my own well being.

It pleases me to know that I'm helping someone.

I think that we all should do something to better living conditions; we must all help to better the community.

Self-satisfaction in that you have made someone happy.

I feel that I can do some good for somebody.

If not worthwhile, I try not to be involved.

I'm helping a cause; I get out to see neighbors.

Strong feeling in helping; as sister and mother had bad illness.

I'm not a clubby person; PTA work an obligation.

If I'm doing something to help others, it is a great blessing for me; makes me feel good.

Never done enough to know.

Helping others.

Results.

Friendly visitor very rewarding.

Yes, I enjoy it, nice to get involved with other people and compare problems, as others are worse off than you.

I feel it my duty.

Really enjoyed candy striping when I was in school because I was considering nursing career.

I enjoy it; I get away from the house, improve my mind, and help my family and community.

Helping feeling of a job well done or good accomplishment.
I think it is just good; everybody should do a little.
I don't enjoy meeting people and chattering with neighbors.
Some satisfaction, but my family comes first.
I just think there is a need and you should do it.
It's just do our part.
I feel it is fine if you have the time and if someone is going
to benefit from it.
Bible School; I think if you have enough time, you should do
for others.
Likes people and social aspect.
Enjoy doing it.
Enjoys working for the children, likes to witness for the Lord.
Meets new people and enjoy neighbors and visiting.
Good way to help others.
Feel it important to do for others.
Doing something to make others happy.
Just church, never any other.
Something about it gives me peace in my inner soul, it is
something I need.
Relaxes a person; gives you a feeling you have done something
good.
Gives a good feeling to help someone who needs help.
I feel I am helping the community.
I can do something trained with children.
I like to work with young people.
Able to help with any project, as well as helping your cause;
satisfying to you as an individual.
Enjoy helping children.
Enjoy doing it where needed; like work with 4-5, keeps close to children.

Someone has to do work, and she wants to do her part.

Feels as parent should keep in touch with her children; do her part for others.

Like to get out of the house.

Like to feel useful; help others, children and underprivileged.

Gets me out of own small world.

Doing something for someone else makes you feel good.

I usually work with children that I enjoy.

The need to organize the recreation of children.

PM, I enjoy knowing what the children are doing; I enjoy small children.

I feel like I am helping somebody else.

I work a lot in church, love to work there; work through school, especially the band mothers.

I think anytime you make someone else happy and kind satisfaction, you do something for yourself.

I think everyone should do their part.

I really enjoy it; thankful I can do it.

Self-satisfaction when helping someone.

I just give two to three hours a week to church, makes me feel good to know I am helping.

I do it just that they ask me.

I enjoy meeting people.

If you know it helps someone.

Nice to help others.

Feel helping in small way.

Keep in touch with young people.

Like to help others.
Enjoy it; I like working as Gray Lady.

If I can help someone by reading to them, writing letters, or visiting hospitals, gives me personal satisfaction.

It makes you feel good for having done something.

I like people.

Sense of accomplishment for it.

The more you give, the more it comes back to you in inner satisfaction.

Helping others.

I feel like it is a good thing; helps me spiritually.

I enjoy helping people.

Helping young people learn to live better.

Enjoy helping others and meeting people.

Help where I can.

Help others keeps one interested in affairs.

To help when children need something.

It is something that has to be done, and when your turn comes up, to do it.

I think it’s nice; it’s a good deed.

Feel like you are helping other people in Lord’s name.

I enjoy it when I have time and can.

Am 4-H community leader; you do accomplish something.

I think I am helping someone, although I am not doing something someone else can’t do.

I enjoy it because I am bringing cheer; I feel like I’m helped and helping.

Not enough satisfactory results.

Dealing with people; giving of myself.

Produces results.

I love to meet people, mingle with different personalities; helping others makes me feel good, is relaxing to me.
It is always satisfying to do for others.

Enjoy helping others.

Enjoy being with people.

It is nice to think you are helping your church.

It takes your mind off your own worries.

It puts you with adults; puts you close to your children.

I enjoy it; I meet new people.

It is nice to get out and be with public and it gives satisfaction.

Do not mind doing it.

I'm pleased; more people should do volunteer work.

I don't consider it satisfying.

I enjoy it if it goes to the right person.

Every woman needs to feel she is helping someone.

Listening people and hearing them talk.
C:6 What do you dislike about it?

Work doesn't allow time to do it.

Nothing.

Sometimes it is inconvenient.

For someone to complain about the job you have done when they wouldn't do the job.

Nothing other than that I can't drive.

Sometimes it seems a futile thing.

The grand rush right at the last minute.

None.

Lack of cooperation; job ends up with you doing most of it.

Difference of opinion.

Nothing except I get tired; I am most happy sewing.

Depends on the cause; I might not be enthusiastic about some.

If I believed in it, I would go all out.

Takes me mad when no one else has time to give five minutes.

Time away from family and friends.

The grumbling other people complain about volunteer work.

All the griping you hear.

Nothing. I had plenty of time then, now I wouldn't have the time.

I get too involved and neglect the things I should do at home.

The people that don't give any of their time; we have time for the things we want to do.

Hard to find people to listen to you.

I dislike asking people for money.

I do not like to ask for money.

I don't really enjoy getting out among people.

Nothing, if people cooperate.
Some things get to be too time-consuming and sometimes others back out and you are doing it by yourself.

Should not take time off from your own family; family should come first.

Takes much of your time.

Lack of cooperation.

The time it takes.

Takes too much time.

Is tiresome.

Raising funds.

Nothing, I dislike, never enough help.

I don't like going from door to door.

Having to take the initiative as a volunteer.

I don't, I just do not have enough free time.

Time consuming; hard to recruit help.

Asking for money.

Finding others do the work.

Giving up time.

Call on us too much not that I don't really feel the way, should be glad.

The few adults who want to make something big out of something important.

There just doesn't seem to be the time for it.

Nothing, I love it.

Some things take more time than you would like to give.

They usually want you to help when you have something to do at home.

Sometimes you are imposed upon.

Too much of a chore.

Dislike asking people for money.
People soft pedal you, cater to you, treat you different, and don't accept you on their level.

I don't have any place to find a baby sitter.

Does not bother me; dislike nothing about it.

Being imposed upon; pushed when you do.

I don't believe some funds do any good.

Collecting money.

Time consuming.

Takes time.

Nothing really.

If you are committed, you cannot change your mind to do something else.

Not able to do it anymore.

None of it.

Too much of it.

I do not like to collect money.

Big part of collections do not go where should.

Hasn't time for much.

Sometimes it seems unnecessary and takes time from something important. Depends on results whether I think it was a waste of time or any good.

I wasn't forced to do it.

The constant running.

I spend too much time with people.

I wish I had more time; to me it is a blessing.

Response from other people.

People against those who work with them, forget they are people that they working with.

Some fields unnecessary.

I dislike people who don't care to help others.
Going from door to door on mission work forcing your way into people's homes.

Not knowing exactly what is expected.

It's inconvenient; doesn't fit schedule.

I don't.

Do not like to neglect my home for volunteer work.

It's inconvenient; interferes with home life.

I hate to ask for any money.

Becomes a click among women.

Grudges.

Concerned that right person get benefits.

Least frustrating thing I know of.

Haven't found anything that I dislike about it.
CJ8 Why do you feel that you would need additional training to get one of those jobs... or any job that you would be interested in?

Forgotten how to type

For nurses aid I would

Not had enough experience

More education needed

Like bookkeeping, but no schooling on it

Refresher course needed in education

Had no training;

More pay require training;

Uneducated for any specific thing;

Have to prove myself

No education

Had no training in anything

Always thought I would like to be a nurse

After so many years you lose out

No job without training for

Not completed

Only high school education

Have to have one or two years college

Everybody needs training

So long since I worked

No college education

Things have changed since I worked

Started journalism, never finished

In training for nurses aid

Out of school for long time
Into office work
No formal education
Have not worked for so long
Changes, would have to refresh and have clothes
No training
Want higher pay scale
Haven't had training
Am teaching in public school system
Couldn't type anymore
Worked only two places
Need training
No experience
Hasn't experience
Need other training
Hasn't much education
Because of experience or training
Haven't training
More education
Lacks experience
Lacks experience and schooling
Needs secretarial training
Long time since working
Hasn't the training
No training
Lacks experience
Because of type of work
Knee schooling
Lack of experience
Brush up bookkeeping
Long time since worked
Have to be trained
More education
No schooling; Jr. year high school
Haven't worked in 27 years
Refresher
Brush up on typing
Anyone should be trained for work
No professional training
No training, only teaching
Need more training
Long time since worked
30 years since worked
Lacks training
No college
Additional training
Additional education
No work experience
No training, only beauty operator
Needs more training
Everyone needs additional training
Not qualified
Did not finish high school
Not enough schooling
Too many years
Special training
Worked only in own business
No high school education

Schooling;

Never worked except volunteer

Out of school 15 years, need updaation on teaching methods

IBM training

No experience

Lack experience

Never worked outside

Doesn't have experience

A lot more you can learn

Hope someday to work on my M.A.

Have new machinery and new cash register and IBM cards

Have to have schooling

No college education

Have not worked for some time

I don't have enough high school

Seors gave computer training would require more

Only high school education

Because I think everyone needs training

Rusty; anyone should have more training

Ready to retire

Training for better job

Have to have more than two years college to teach

If taught, would have to take college but not now

Depends on type of business

Never have worked out

Would be interested in practical nursing
What kind of training do you think you would need?

Brush up on typing

Brush up on nurses aid training

Depending on job

Special training to work in office

Training in secretarial work

Go to school

Office type

Bookkeeping, typing

Have training

Office training

Education for hospital work

Need everything

Would have to have training in nurses aid

Beautician

On what a person wanted to do

Just a housekeeper

Brush up on psychology rules

IBM or something like that

Brief up on typing

Out of teaching new methods

Course in journalism

Job training

Could work factory or nursing home

Need schooling

College training

Trade school
Many years since worked
Night school
Secretarial training
On-job training
Finish education as soon as children are older
More college
Refresher course
Practice work
Business school
Brush up secretarial
More training
Science course in college
College, has to have more college hours to teach
Money management
Lab technician
Master degree
Data processing
Need to go to school
Back to college
Brush up on office work
More training
Need training
Back to school
Refresher course
Brush up on typing
Secretarial
Need more training
Schooling
Need more college
Training for factory work
Go to school
Typing course
Bookkeeping
Business school
Practical nurses training
Technical
IBK training
Secretarial school
Brush up course in typing
Practical nurse training
Business school
Business school
Day-care center for working mothers
Beauty operator or nurses aid
Depend on type of work
More book learning
Train for beauty work
Training for any type of work
Elementary education changes
IBK training
Need work experience
Office business
Doesn't know
Would not mind going to college taking shorthand
Training in social work
Training in new methods
Schooling
Office type training
Business course
Additional high school training
Punch card computer programming
Never thought about it
Something to do with people
To learn more new methods
Brush up on secretarial training
Learn new machines
Don't know
What hobbies, experience, or special interests have you that you feel would help you in getting a job?

Typing, sewing
Cooking
Hobbies not help
Accustomed with different localities; outgoing
Sew for people
Brush up on typing
Sewing; could make draperies
Nurses special education is hobby
Can cook
Experienced telephone operator
Sewing; could alter in dress shop
Speak Spanish
Arts and crafts
Working with mental patients
I like flowers
Just work
Experienced in embroidering
In healthy teaching and care of elderly
Music, sing at funerals
Doing telephone work; love writing
Sewing
Experience in job
Sewing is all I can do
I read a lot
Working
Patience to work with people
By education; college degree
Like to read
Secretarial work
Love to sew
Experience in housework; canning
Sewing, knitting
Qualified secretarial and writing
Work
Sewing or cooking
Art
Interested in meeting public
Art work
Real estate sales
Make ceramics
Experienced nurses aid
Practical nurse experience
Flower arranging
Likes small children
Cake decorating
Gardening
Sewing
Leather work
Sewing
Trained with children—school teacher
Flower arranging
Small coin selection
On-job training factory
Just experience
Secretarial work
Versatile writer
Decorating and painting
Knowledge of art
Recreational director
Sew
Sewing
Read and embroider
Cooking
Embroider
Interest in mental health
Secretarial experience
Experienced cook
Textile painting
Do sewing
Social psychology
Knit and sew
Sew
Sewing and candle making
Sewing, knit, and crochet
Sewing, teaching experience
Swim
Interest in people
Office work
I like people
Experience as secretary within last ten months
Cooking and recipes
Ceramics
Training on typewriter
Experience in secretarial field
Sew; interior decorating
Experience
Past experience as cashier
Ceramics
Art work
Sewing
Sewing
Original ideas
Typing
Music teacher ability
Sewing and ceramics
Cashier in grocery
Has driven trucks
Get along with children
Meeting the public
Sewing
Sewing and Gray lady work
Past experience
Sewing and painting
Past sales experience
Beauty operator
Knitting
Sewing and knitting
Sewing
Sewing
Interest in people
Fishing; and 4-H work
Sewing
Knit
Ceramics, artistic things
Nature; read a lot
Worked a lot with children
Past experience as secretary
Panic me—painting might help
Knits
Sewing
Sewing
Billing and bookkeeper
Working in nursing home
Knitting
Banking experience
Sewing
Sewing
Teaching
Business experience
Job experience
Job experience
Handwork
Truck driving
Clerking experience
Handwork

Bookkeeping

Handwork

Sewing

Job experience

Sunday School teacher

Job experience—sewing and knitting

Musical experience

Interest in antiques

Sewing and decorating

Experience

Experience in several things

Handwork

Sewing and embroidering
What kind of work do you think you would be interested in doing?

Work with handicapped children
Saleslady
Secretarial education or anything I could get
Special education in teaching
Experience with mentally retarded
Work toward being medical technician
Clerical
Teaching or home decorating
Secretarial—working on magazine
Not too interested
Library, something at college
Working packing plant
Waitress
Factory work
Public relations
Volunteer work at hospital—I'm too old
Teacher
Social service
Psychiatry
Music work
Nurses aid
Factory work
Dental assistant
Clerk
Teaching school
Business part of office
Teaching
Factory work
Beauty operator
Receptionist
Cashier
Sew truck driver
Obtain college degree
Private practical nursing
Bookkeeper
Cashier—grocery store
Secretarial
Teaching
Sewing at State Hospital
Like redecorating
Secretary
Work at T.M.A.
Working in 1st store
Bookkeeping
At schools or something similar
APPENDIX E: SUMMARY, FREQUENCY DISTRIBUTIONS
### Summary, Frequency Distributions

<table>
<thead>
<tr>
<th>Residence</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Rural</td>
<td>62</td>
</tr>
<tr>
<td>Small Town</td>
<td>14</td>
</tr>
<tr>
<td>Suburban</td>
<td>8</td>
</tr>
<tr>
<td>Urban</td>
<td>129</td>
</tr>
</tbody>
</table>

Men usually enter into employment during their late teens or early twenties, and remain in the labor force until retirement. However, when we think about women's employment we find there is no set pattern. That about you... have you ever been employed?

<table>
<thead>
<tr>
<th></th>
<th>Yes</th>
<th>No</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>190</td>
<td>23</td>
</tr>
<tr>
<td>N</td>
<td>213</td>
<td></td>
</tr>
</tbody>
</table>

Did you work before you were married?

<table>
<thead>
<tr>
<th></th>
<th>Yes</th>
<th>No</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>168</td>
<td>45</td>
</tr>
<tr>
<td>N</td>
<td>213</td>
<td></td>
</tr>
</tbody>
</table>

What type of work did you do?

<table>
<thead>
<tr>
<th></th>
<th>Professional, technical, and kindred workers</th>
<th>Managers, officials, and proprietors</th>
<th>Clerical, kindred workers</th>
<th>Sales workers</th>
<th>Craftsmen, foremen and kindred workers</th>
<th>Operatives and kindred workers</th>
<th>Private household workers</th>
<th>Service workers except private household</th>
<th>DK</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>21</td>
<td>1</td>
<td>65</td>
<td>17</td>
<td>0</td>
<td>23</td>
<td>11</td>
<td>29</td>
<td>1</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
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<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Have you been employed outside the home since you married?

<table>
<thead>
<tr>
<th></th>
<th>Yes</th>
<th>No</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>152</td>
<td>46</td>
</tr>
<tr>
<td>N</td>
<td>198</td>
<td></td>
</tr>
</tbody>
</table>
What type of work was this?

- 15 Professional, technical, and kindred workers
- 0 Managers, officials, and proprietors
- 49 Clerical and kindred workers
- 22 Sales workers
- 1 Craftsmen, foremen and kindred workers
- 27 Operatives and kindred workers
- 8 Private household workers
- 30 Service workers except private household
- 2 DK

155 = N

Are you employed at the present time?

- 64 Yes
- 119 No

182 = N

What is your present occupation?

- 8 Professional, technical, and kindred workers
- 1 Managers, officials, and proprietors
- 18 Clerical and kindred workers
- 6 Sales workers
- 1 Craftsmen, foremen and kindred workers
- 8 Operatives and kindred workers
- 4 Private household workers
- 16 Service workers except private household

64 = N
As a homemaker, you're expected to do many things... among other things, the homemaker is supposed to keep the home running smoothly, help her husband in his career, and be a good mother to her children. Yet it's up to each homemaker to work out her own schedule for doing these things. We're interested in what your day is like... about how much time do you spend each day doing housework?

37 Under 2 hours
107 Two to six hours
42 Six to ten hours
14 "It depends," or "it varies"
2 DK

Which of the household tasks do you most enjoy doing?

38 Cleaning, etc.
34 Laundry
78 Cooking
1 Child Care
12 Sewing, mending
28 All, no preference
20 None
0 DK
2 NR

Which of the household tasks do you most dislike?

63 Cleaning
64 Laundry
50 Cooking
1 Child Care
2 Mending, sewing
11 Everything
21 None
1 NR

213 = N
Generally speaking, which of the following statements would you say best describes the way you feel?

1. Although there are some tasks that I don't like to do, for the most part I enjoy housework.
2. I thoroughly enjoy doing housework.
3. I'd much rather do something besides housework.
4. There are some household tasks that I enjoy, but for the most part, I don't like doing housework.
5. I don't have any feelings one way or the other—I neither like nor dislike doing housework.

If your family is like most other families, the amount of money available for living expenses is somewhat fixed. How do you feel about the amount of money you have for your family to live on...would you say that you are very satisfied, fairly satisfied, somewhat dissatisfied, or very dissatisfied with it?

1. Very satisfied
2. Fairly satisfied
3. Somewhat dissatisfied
4. Very dissatisfied
5. DK
6. NR

Some homemakers spend time in volunteer work. That about you...do you sometimes work as a volunteer in community activities?

1. Yes
2. No
3. DK

213 = N
How do you feel about doing volunteer work? In what ways do you find it satisfying?

<table>
<thead>
<tr>
<th>Response</th>
<th>Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>Personal Satisfaction</td>
<td>50</td>
</tr>
<tr>
<td>Helping Others</td>
<td>41</td>
</tr>
<tr>
<td>Duty or Obligation</td>
<td>12</td>
</tr>
<tr>
<td>Negative response</td>
<td>4</td>
</tr>
<tr>
<td>Don't Know</td>
<td>2</td>
</tr>
<tr>
<td>Total</td>
<td>109</td>
</tr>
</tbody>
</table>

What do you dislike about it?

<table>
<thead>
<tr>
<th>Dislike</th>
<th>Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>Time it takes</td>
<td>16</td>
</tr>
<tr>
<td>Asking for money</td>
<td>11</td>
</tr>
<tr>
<td>Responses of people</td>
<td>15</td>
</tr>
<tr>
<td>Miscellaneous</td>
<td>23</td>
</tr>
<tr>
<td>Nothing</td>
<td>37</td>
</tr>
<tr>
<td>Organization of the task</td>
<td>6</td>
</tr>
<tr>
<td>D.K.</td>
<td>1</td>
</tr>
<tr>
<td>Total</td>
<td>109</td>
</tr>
</tbody>
</table>

In general, then, would you say that you like to participate in volunteer work, or that you prefer not to?

<table>
<thead>
<tr>
<th>Preference</th>
<th>Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>Likes volunteer work</td>
<td>90</td>
</tr>
<tr>
<td>Prefers not to</td>
<td>22</td>
</tr>
<tr>
<td>D.K.</td>
<td>3</td>
</tr>
<tr>
<td>Total</td>
<td>115</td>
</tr>
</tbody>
</table>

N = Total
So far, the questions we’ve been asking have been concerned with how you feel about certain things. Now we'd like for you to tell us how you think others feel about some things. Let's start with your husband. . . how do you think your husband would feel (feels) about your working outside the home. . . would he strongly approve, mildly approve, mildly disapprove, or strongly disapprove?

<table>
<thead>
<tr>
<th>Strongly approve</th>
<th>Mildly approve</th>
<th>Neither approve nor disapprove</th>
<th>Mildly disapprove</th>
<th>Strongly disapprove</th>
</tr>
</thead>
<tbody>
<tr>
<td>32</td>
<td>36</td>
<td>22</td>
<td>43</td>
<td>77</td>
</tr>
</tbody>
</table>

How do you think your children would feel (or, if you had children, how do you think they would feel). . . would they strongly approve, mildly approve, mildly disapprove, or strongly disapprove?

<table>
<thead>
<tr>
<th>Strongly approve</th>
<th>Mildly approve</th>
<th>Neither approve nor disapprove</th>
<th>Mildly disapprove</th>
<th>Strongly disapprove</th>
</tr>
</thead>
<tbody>
<tr>
<td>20</td>
<td>32</td>
<td>28</td>
<td>54</td>
<td>65</td>
</tr>
</tbody>
</table>

What about your friends. . . how do you think they feel about married women working outside the home. . . would they strongly approve, mildly approve, mildly disapprove, or strongly disapprove?

<table>
<thead>
<tr>
<th>Strongly approve</th>
<th>Mildly approve</th>
<th>Neither approve nor disapprove</th>
<th>Mildly disapprove</th>
<th>Strongly disapprove</th>
</tr>
</thead>
<tbody>
<tr>
<td>33</td>
<td>72</td>
<td>24</td>
<td>33</td>
<td>16</td>
</tr>
</tbody>
</table>

213 = N

213 = N

213 = N
O.K. Now let's come back to your feelings. If you were to seek a job, you would be interested in the pay scale for that job. Would you have some idea what the pay scale is for the type of work that you might be interested in?

<table>
<thead>
<tr>
<th></th>
<th>Yes</th>
<th>No</th>
<th>DK</th>
<th>NR</th>
</tr>
</thead>
<tbody>
<tr>
<td>78</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>110</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>10</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>9</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>207</td>
<td></td>
<td></td>
<td></td>
<td>N</td>
</tr>
</tbody>
</table>

Do you feel that this is enough money to interest you in that job?

<table>
<thead>
<tr>
<th></th>
<th>Yes</th>
<th>No</th>
<th>DK; Undecided</th>
<th>NR</th>
</tr>
</thead>
<tbody>
<tr>
<td>48</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>31</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>2</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>7</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>88</td>
<td></td>
<td></td>
<td></td>
<td>N</td>
</tr>
</tbody>
</table>

Have you heard about any job opportunities lately that interested you?

<table>
<thead>
<tr>
<th></th>
<th>Yes</th>
<th>No</th>
<th>NR</th>
</tr>
</thead>
<tbody>
<tr>
<td>25</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>172</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>5</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>202</td>
<td></td>
<td></td>
<td>N</td>
</tr>
</tbody>
</table>

That were they?

6 Professional, technical, and kindred workers
2 Managers, officials, and proprietors
6 Clerical and kindred workers
3 Sales workers
0 Craftsmen, foremen, and kindred workers
4 Operatives and kindred workers
0 Private household workers
5 Service workers except private household
26 = N
Do you feel that you would need additional training to get one of those jobs... or any job that you would be interested in?

109  Yes
68   No
8    DK
7    NR
192  N

Why do you feel this way?

25  Forgotten skills
19  Not enough education
42  Not enough training
2   No training
13  Lack of experience
9   Miscellaneous
4   DK
114  N

What kind of training do you think you would need?

34  Secretarial
7   Data Processing
20  Additional Education
21  Trade or Vocational
8   General
20  DK
110  N
What hobbies, experience, or special interests have you that you feel would help you in getting a job?

14. Hobbies related to vocational skills
15. Hobbies related to personal development
64. Arts and crafts
4. Miscellaneous
39. None
2. DK
24. NR
213 = N

Now let's talk about your plans for the future. What about you... do you plan to work outside the home in the future?

69. Yes
121. No
16. Undecided; hadn't thought about it
2. DK
6. NR
213 = N

What kind of work do you think you would be interested in doing?

14. Professional, technical and kindred workers
1. Managers, officials, and proprietors
25. Clerical and kindred workers
11. Sales workers
1. Craftsmen, foremen and kindred workers
9. Operatives and kindred workers
1. Private household workers
18. Service workers except private household
5. DK
85 = N
Would you prefer to work full time . . . or would part-time employment work better for you?

[ ] Full time
[ ] Part time
[ ] Either full time or part time
[ ] DK
[ ] NR

How long would it be before you think you would seek employment?

[ ] Less than a year
[ ] Between one and five years
[ ] After five years
[ ] DK
[ ] NR

Would you please look at this card and give me the number that corresponds with the amount of schooling that you have completed?

[ ] 1 to 8 years
[ ] 9 to 11 years
[ ] High school diploma
[ ] Some college hours
[ ] Graduate work
[ ] Graduate degree
[ ] Trade or vocational school
[ ] DK
[ ] NR

213 = N
Do you have children living at home?

<table>
<thead>
<tr>
<th>Yes</th>
<th>No</th>
<th>NR</th>
</tr>
</thead>
<tbody>
<tr>
<td>120</td>
<td>82</td>
<td>1</td>
</tr>
</tbody>
</table>

213 = N

Are they preschool, in the elementary grades (1-8), in high school (9-12), in college, or out of school?

| 23 | Preschool |
| 32 | Preschool and elementary |
| 10 | Preschool, elementary and high school |
| 1  | Preschool, elementary, high school, and out of school |
| 30 | Elementary |
| 15 | Elementary and high school |
| 1  | Elementary, high school, and out of school |
| 6  | High school |
| 1  | High school and out of school |
| 8  | Out of school |
| 5  | College |
| 8  | High school and college |
| 2  | Elementary through college |

150 = N

Could you look at this card please, and then tell me the number that corresponds with your age group?

| 16 | 24 or under |
| 44 | 25 - 34 |
| 51 | 35 - 44 |
| 43 | 45 - 54 |
| 35 | 55 - 64 |
| 24 | 65 or over |

213 = N
About your income, would you please look at this card and then tell me the number that corresponds with what you think your family income will be this year.

<table>
<thead>
<tr>
<th>Option</th>
<th>Income Range</th>
</tr>
</thead>
<tbody>
<tr>
<td>22</td>
<td>Under $33,000</td>
</tr>
<tr>
<td>25</td>
<td>$33,000 - $49,999</td>
</tr>
<tr>
<td>39</td>
<td>$50,000 - $74,999</td>
</tr>
<tr>
<td>44</td>
<td>$75,000 - $99,999</td>
</tr>
<tr>
<td>39</td>
<td>$100,000 - $149,999</td>
</tr>
<tr>
<td>13</td>
<td>$150,000 or more</td>
</tr>
<tr>
<td>23</td>
<td>DK</td>
</tr>
<tr>
<td>8</td>
<td>NR</td>
</tr>
</tbody>
</table>

213 = N