

The Relation of Sex-Role Self-Concept and Sex-Role Attitudes to the Marital Satisfaction and Personal Adjustment of Dual-Worker Couples with Preschool Children¹

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The present study was designed to investigate the relation of sex-role self-concept and sex-role attitudes to the marital satisfaction and personal adjustment of dual-worker couples with preschool children. One hundred husbands and wives completed an assessment package consisting of the Bem Sex Role Inventory, the Personal Attributes Questionnaire, the Attitudes Toward Women Scale, the Locke–Wallace Marital Adjustment Test, and the Profile of Mood States. As predicted, androgynous individuals reported the greatest levels of marital satisfaction and personal adjustment. This was true for both men and women and across occupational levels. In addition, congruence between spouses' sex-role attitudes was associated with greater marital satisfaction.

¹The present study is based on a masters thesis by the first author under supervision of the second and third authors. The authors thank Manuel Barrera and Sandy Braver, who were very helpful committee members, and Larry Cooper and Clark C. Presson for their helpful comments.

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The frequency of married women entering the job market has steadily increased over the last decade. It is currently estimated that over half of the married women in our society are employed. The number of working mothers has also increased, with 50% of the married women with school-aged children working in 1977 (Bryson & Bryson, 1978; Hoffman, 1979). This continuing increase in the proportion of married women in the labor force has resulted in considerable research interest focused on dual-worker families.

One research issue of particular importance is the effect of wife's employment on the marriage relationship. Yogev (1982) reviewed the literature on this question and reported a contradictory pattern of findings. Early research (pre-1970) suggested that wife's employment jeopardized marital satisfaction. However, more recent work suggests that marital satisfaction within the dual-worker relationship is maintained. According to Yogev (1982), one reason for this contradictory pattern of findings is that marital satisfaction is determined by other factors besides the wife's employment. That is, other factors mediate the impact of the wife's employment on both personal adjustment and marital satisfaction of the partners. The current study investigated several of these mediating variables.

One important threat to the marital satisfaction of dual-worker couples is the stress caused by role overload (Rapaport & Rapaport, 1969). Husbands and wives in dual-worker couples must live up to the expectations of multiple roles that place great demands on time and may include conflicting expectations. The impact of role overload may be particularly serious when the couple has young children. Holahan and Gilbert (1975) found that most professional couples felt that the addition of children made the dual career pursuit difficult to maintain. In fact, many women who work at other times do not work when their children are young (Austin, 1967; Bryson et al., 1978). The stress of role overload on dual-worker couples may be particularly intense when the role of parent is added to the roles of spouse and working person.

The extent to which husband and wife are able to cope with these multiple role demands is likely to be a significant factor in their personal adjustment and marital satisfaction within the dual-worker situation. It seems likely that the extent to which both spouses feel comfortable engaging in multiple role behaviors should be related to greater satisfaction. Moreover, the multiple roles of parent, spouse, and worker may call for both traditional sex-typed and cross sex-role behaviors. Previous research suggests that androgynous individuals are likely to display the greatest comfort with this wide range of behaviors. For example, Bem and Lenney (1976) found that androgynous individuals showed less avoidance of cross

sex-role behaviors. Androgynous individuals see themselves as possessing both instrumental (masculine) characteristics and expressive (feminine) characteristics and thus they may find it less distressing to be in a situation that requires both sorts of behaviors. The current study hypothesizes that androgynous individuals within dual-worker families will show the greatest marital satisfaction and personal adjustment.

A second variable that may affect marital and personal adjustment in dual-worker families is sex-role attitudes. There are at least two reasons to hypothesize that traditional sex-role attitudes may be associated with lowered marital satisfaction among dual-worker couples. First, according to Yogev (1982), congruence between individuals' attitudes and their actual behavior should be associated with greater marital satisfaction. For men and women with traditional sex-role attitudes, the dual-worker situation may represent a greater conflict with their own values and beliefs. Alternatively, individuals with profeminist beliefs and values should find the dual-worker situation more congruent with their beliefs and therefore show the most positive mood and greatest marital satisfaction. Second, it has been suggested that sex-role attitudes affect marital adjustment by influencing the division of labor in the household. Perucci et al. (1978) found that the division of labor in dual-worker families most often depended on the sex-role ideologies of the individuals involved. Several recent studies suggest that women in dual-worker couples often take the major responsibility for housework and child rearing (Ericksen et al., 1979) and that they may not expect or want their husbands to share equally in these tasks (Yogev, 1981). This "superwoman" ideal may be pursued more by women with traditional sex-role self-concepts and attitudes, and their attempts to attain this ideal may be made at a cost of personal adjustment or marital satisfaction. For both of these reasons, the current study hypothesized that traditional sex-role attitudes would be associated with lower marital satisfaction and more negative mood.

Alternatively, the most important feature of sex-role attitudes for marital satisfaction may be congruence between the attitudes of husbands and those of wives. The specific content of their beliefs and values may be less important than the extent of their agreement (Bailyn, 1970; Arnott, 1972). Such congruence could act to reduce tension and friction between the spouses regardless of the particular beliefs and attitudes that they hold. This should result in greater marital satisfaction.

Finally, Yogev (1982) suggests that socioeconomic status is related to the marital satisfaction of dual-worker couples. Perhaps because lower-socioeconomic status women work out of necessity rather than by choice, or perhaps because their employment implies that their husbands

have failed as providers, employment among low-socioeconomic status wives has been associated with lower marital satisfaction (Feld, 1963; Feldman & Feldman, 1973).

In summary, previous research on marital satisfaction and personal adjustment in dual-worker couples has been contradictory. The important research questions have gone beyond examining the simple impact of wife's employment on marital satisfaction, toward a search for variables that may mediate the impact of wife's employment. The current study examined the relation between personal adjustment and marital satisfaction dual-worker couples and their sex-role self-concepts, sex-role attitudes, and socio-economic status. These variables were investigated in a sample of dual-worker couples with preschool children because this is a period where role overload and stress may be heightened.

Specifically, the study hypothesized that androgynous men and women in these dual-worker couples would report greater marital satisfaction and better personal adjustment (as reflected in reported mood). Similarly, it was hypothesized that the spouses of androgynous individuals would report greater marital satisfaction because of their spouse's greater comfort with performing multiple roles. Moreover, it was hypothesized that profeminist attitudes and congruence between spouses' sex-role attitudes would be associated with greater marital satisfaction.

METHOD

Respondents

Participants in this study were 100 dual-worker couples in which both spouses worked at least 35 hr per week. Additionally, all couples had at least one preschool child (age 5 years or less). Couples were from the Phoenix metropolitan area and were obtained from announcements at day-care centers, in newspapers, and in employee bulletins. The study was described as an investigation of marital satisfaction and adjustment among dual-worker couples with preschool children. Couples were paid \$15 for their participation. The husbands in this sample ranged in age from 19 to 41 years ($X = 30.76$); the wives in this sample ranged in age from 20 to 36 years ($X = 28.96$). Eighty-two percent of the sample was white, 42.5% held high-occupational status positions (professional or managerial), 45.5% held medium-occupational status positions (clerks or skilled workers), and 11% held low-occupational status positions (semiskilled workers, laborers, or servant class). The occupational status of two individuals was not known.

Both practical and ethnical requirements (informed consent) introduced a necessary element of self-selection into the sampling procedures. Thus, some caution is required in generalizing the findings, since the representativeness of the current sample for all dual-worker couples is not known. However, the current sample included a wide range of occupational statuses among both spouses and was recruited from diverse sections of a large metropolitan area, drawing from a variety of child-care arrangements (in-home care and both public and privately funded day care). Previous samples have been criticized for being rather small and limited to professional couples (cf. Booth, 1977; Locksley, 1980). They are often recruited from directories of specific professional organizations (Burke & Weir, 1976; Heckman et al., 1977), from university faculty (Yogev, 1981), or from women receiving graduate degrees (Houseknecht & Macke, 1981).³ The current sample was less restrictive than those used in much previous research in this area.

The presence of a preschool child in the family may also limit the generalizability of the findings. This period in the family life cycle was chosen for investigation because the stress of role overload for dual-worker couples may be heightened at this time (e.g., Orden & Bradburn, 1969; Staines et al., 1978). However, because the presence or absence of preschool children is likely to affect the task demands and psychological adjustment of the household, the current findings may be specific to dual-worker couples with preschool children.

Procedure

Respondents were initially contacted by telephone to determine if both spouses were willing to participate and met the criteria for inclusion. Husbands and wives were asked to complete the questionnaires without discussing their responses. Five combinations of questionnaire order were distributed randomly across subjects. Following the initial phone contact, the assessment package was either mailed to the couple (80% of the couples) or delivered to the couple to be completed in the presence of the interviewer (20% of the couples). This was done to compare couples for which it was certain that they did not confer with each other during questionnaire

³Some studies have used stratified probability samples drawn from census tracts to increase the generalizability of their findings. However, even these procedures do not assure a representative sample, due to high nonparticipation rates. For example, 35% of couples refused to participate in Booth's (1977) survey and 28% refused in Locksley's (1980) national survey. Thus, self-selection biases occur in these samples as well.

completion with couples who were merely instructed not to discuss the questionnaire with each other. Approximately 1 week after the assessment package was sent to a couple, the interviewer went to the couple's house to pick up the materials. After the materials were collected the interviewer paid the couple and answered any questions they had.

Instruments

Sex-Role Self-Concepts. The current study measured sex-role self-concepts using both the Bem Sex Role Inventory (Bem SRI; Bem, 1974) and the Personal Attributes Questionnaire (PAQ; Spence et al., 1974). Both the Bem SRI and the PAQ have been used as measures of psychological androgyny. However, there are some theoretical differences between the two measures (Spence & Helmreich, 1981) and agreement between the two scales in sex-role classification has been computed to be only 60.8% in previous work (Kelly et al., 1978).

The Bem SRI consists of 20 masculine, 20 feminine, and 20 neutral characteristics on which the subject rates him/herself using a seven-point scale from "never or almost never true" to "always or almost always true" (Bem, 1974). From these self-ratings, a masculinity score and a femininity score were derived and sex-role classification was determined. Individuals above Bem's reported normative median on masculinity and below the median on femininity were classified as masculine, with the opposite pattern receiving a feminine classification. Individuals above the normative median on both scales were androgynous and those below the normative median on both scales were called unclassified.

The PAQ is a measure of socially desirable instrumental and expressive characteristics (Spence et al., 1974). The short version of the scale was used in the current study, consisting of eight instrumental and eight expressive characteristics. Subjects rated themselves on each characteristic using a five-point scale from "not at all" to "very." Sex-role classifications were derived by comparing instrumentality and expressiveness scores to the normative medians in the same way as described above for the Bem SRI. Scores on the short version of the PAQ used in the current study have been reported to correlate .93 with the original instrument.

Attitudes Toward Women Scale (AWS). This instrument was designed to measure the attitudes a person has toward the rights and roles of women in contemporary society [see Spence and Helmreich (1972) for a complete description]. The 15-item version of the AWS was used, which has

a correlation of .91 with the full 55-item version. Respondents were instructed to express their feeling about each statement on a four-point scale from "agree strongly" to "disagree strongly." Each scores was obtained by summing the values for the individual items (0-3), with the range of possible scores thus going from 0 to 45. The higher the score, the more liberal, profeminist the attitude. [For a complete description of the short version, see Spence et al. (1974).]

Personal Adjustment. Personal adjustment was measured by the Profile of Mood States (POMS) (McNair & Lorr, 1964). This instrument measures six identifiable mood states: Tension–Anxiety, Depression–Dejection, Anger–Hostility, Vigor–Activity, Fatigue–Inertia, and Confusion–Bewilderment. The POMS consists of 65 five-point adjective rating scales. To obtain a score for each mood factor the sum of the responses is computed for the adjectives defining the factor. To compute the Total Mood Disturbance score used in this study, these factor scores are summed, with Vigor–Activity weighed negatively, thus a high score indicates greater mood disturbance.

Marital Satisfaction. Marital satisfaction was measured by the Locke–Wallace Marital Adjustment Test (Locke & Wallace, 1959). This measure consists of 15 items assessing a variety of aspects of marital life. A satisfaction score is obtained by summing the weighted values of the different responses; the greater the score, the greater the level of marital satisfaction. A score of 100 has been determined to be the best cutoff for predicting future divorce (Locke & Wallace, 1959). Support for the validity of this instrument is also found in the ability of the Locke–Wallace to discriminate adjusted from maladjusted couples (Coleman & Miller, 1975).

RESULTS

Order Effects

To test for questionnaire order effects, a 5 (questionnaire order) X 2 (sex) multivariate analysis of variance was performed. The dependent variables were Profile of Mood States (POMS), Locke–Wallace (LW), Attitudes Toward Women (AWS), femininity score on the Personal Attitudes Questionnaire (PAQ), masculinity scores on the PAQ, femininity score on the Bem Sex Role Inventory (BSRI), and masculinity score on the BSRI. Neither the main effect of questionnaire order, the questionnaire order by sex interaction, nor any of the univariates reached significance.

Interviewer Effects

To test for effects of the interviewer's presence or absence in the home during questionnaire completion, a 2 (interviewer presence or absence) X 2 (sex) MANOVA was performed, using the same dependent measures as described above. neither the main effect of interviewer presence, the interviewer presence by sex interaction, nor any of the univariates reached significance. Thus, there were no significant differences in the dependent measures when spouses were known not to compare responses (interviewer present) and when they were requested not to compare responses (interviewer absent).

Relation of PAQ and BSRI Classifications

The two measures of sex-role self-concept agreed only 61% of the time in their classification of individuals as either masculine, feminine, androgynous, or unclassified. Despite this disagreement, the results produced by the two measures closely paralleled each other. Because of the similarity of results, the findings are reported completely only for the PAQ. Whenever the obtained results for the BSRI differed, these differences are summarized.

The Relation Among Sex-Role Self-Concept, Socioeconomic Status (SES), and Personal Adjustment and Marital Satisfaction

We predicted that both androgynous individuals and their spouses would report the greatest marital satisfaction. We also predicted that androgynous individuals would report the best adjustment as reflected in reported mood. These predictions were tested in a 3 X 4 X 2 (occupational status by sex-role classification by sex) MANOVA.

A significant main effect for sex-role classification was obtained [$F(9, 506) = 5.80, p < .001$]. Univariate F tests showed that an individual's sex-role self-concept was related to his/her own mood and marital satisfaction as well as his/her spouse's marital satisfaction (see Table I). Androgynous individuals reported significantly greater marital satisfaction than all other individuals (post hoc Tukey tests). Both androgynous and masculine individuals reported better adjustment than unclassified individuals, as reflected in reported mood. However, only androgynous individuals were better adjusted than feminine individuals. Interestingly, marital satisfaction for all groups was rather low, and satisfaction for masculine, feminine, and unclassified individuals was in the range that is predictive of divorce (Locke & Wallace, 1959).

Table 1. Means on Individual's and Spouse's Locke-Wallace and Individual's POMS as a Function of PAQ Sex-Role Classification ($N = 200$)

Dependent measure	Individual's sex-role classification				F	df
	($N = 51$) Androgynous	($N = 62$) Masculine	($N = 42$) Feminine	($N = 45$) Unclassified		
Locke-Wallace Spouse's Locke-Wallace	115.18 ^{abc,*}	100.51 ^a	99.81 ^b	92.69 ^c	8.15***	(3,172)
Profile of Mood States (POMS)	111.63 ^{de}	105.15 ^f	96.93 ^d	92.93 ^{ef}	5.28**	(3,172)
	19.71 ^{gh}	22.16 ⁱ	30.41 ^g	36.76 ^{hi}	12.28***	(3,172)

Note. On Locke-Wallace a higher score indicates greater satisfaction; on POMS a higher score indicates greater mood disturbance.

*Superscripts a-i denote pairs significantly different at $p < .05$.

** $p < .01$.

*** $p < .001$.

Table II. Means on Individual's and Spouse's Locke-Wallace and Individual's POMS as a Function of Occupational Status ($N = 200$)

Dependent measure	Occupational Status			<i>F</i>	df
	(<i>N</i> = 85) High	(<i>N</i> = 91) Medium	(<i>N</i> = 22) Low		
Locke-Wallace	106.72 ^{a*}	101.54	91.05 ^a	3.70**	(2,194)
Spouse's Locke-Wallace	108.29 ^b	99.78	94.45 ^b	4.25**	(2,194)
Profile of Mood States (POMS)	6.69 ^{cd}	17.71 ^c	31.64 ^d	7.66***	(2,194)

Note. On Locke-Wallace a higher score indicates greater marital satisfaction; on POMS a higher score indicates greater mood disturbance.

*Superscripts a-d denote pairs significantly different at $p < .05$.

** $p < .05$.

*** $p < .001$.

Spouses of both androgynous and masculine individuals reported significantly greater marital satisfaction than spouses of unclassified individuals. However, only spouses of androgynous individuals reported significantly greater marital satisfaction than spouses of feminine individuals.

The main effect of SES also reached significance [$F(6, 338) = 2.57, p < .05$; see Table II]. Univariate F tests showed that an individual's occupational level significantly affected his/her own mood and marital satisfaction, as well as his/her spouse's marital satisfaction. Post hoc Tukey tests showed that individuals with a high occupational status reported significantly better adjustment than either medium- or low-occupational status individuals. Additionally, individuals with a high occupational status and their spouses reported greater marital satisfaction than low-occupational status individuals and their spouses. Neither the main effect of sex nor any interactions reached significance. Thus, the relation between sex-role self-concept and the dependent measures did not vary as a function of occupational level or sex of subject.

Differences in Results Produced by the BSRI

Parallel analyses replicated the above pattern except that on the BSRI, androgynous individuals reported significantly greater marital satisfaction than unclassified individuals only. (On the PAQ, androgynous individuals reported significantly greater marital satisfaction than all other individuals.) On the BSRI, androgynous individuals scored an average of 5 points higher in marital satisfaction than sex-typed individuals (compared to a 15-point difference for the PAQ). Thus, while the pattern of findings was

the same for the two measures, androgynous individuals on the PAQ showed a larger and statistically significant advantage in marital satisfaction over sex-typed individuals. This advantage was smaller and not statistically significant for individuals classified as androgynous on the Bem SRI. Two other minor differences reached statistical significance based on the PAQ classifications but not on the Bem SRI classifications. Androgynous and feminine individuals were significantly different in reported mood on the PAQ but not on the BSRI, and spouses of masculine and unclassified individuals were significantly different in marital satisfaction in the PAQ but not on the BSRI. Thus, the two measures produced the same overall pattern of findings. The most notable difference was in the magnitude of the advantage that androgynous individuals showed over sex-typed individuals in marital satisfaction.

Relations Among Sex-Role Attitudes, Marital Satisfaction, and Adjustment

The predicted relation between profeminist attitudes and greater satisfaction and adjustment was not confirmed. A 3 (high, medium, and low profeminist attitudes) X 3 (occupation) X 2 (sex) MANOVA showed no significant main effects or interactions involving sex-role attitudes. The relations between spouses' congruence in attitudes and marital satisfaction was also assessed. Difference scores for each couple were computed between husbands' and wife's scores on the AWS. The absolute value of these difference scores was then correlated with husbands' Locke-Wallace scores, wife's Locke-Wallace scores, and the couples' total Locke-Wallace scores (Pearson correlations). These analyses showed that greater congruence between spouses in their sex-role attitudes was associated with greater marital satisfaction for husbands ($r = -.28, p < .002$), for wives ($r = -.16, p < .054$), and for the couple ($r = -.26, p < .005$).

DISCUSSION

The level of marital satisfaction reported in the current sample is consistent with previous research in suggesting that the time when dual-worker couples are raising preschoolers is a time of marital stress (Orden & Bradburn, 1969; Staines et al., 1978; Houseknecht & Macke, 1981). In fact, the couples in this study reported unusually high levels of marital distress, with levels for both the husbands and the wives approaching the cutoff typically predictive of future divorce (Locke &

Wallace, 1959). This distress may reflect the fact that these couples must deal with the multiple role requirements of being a spouse, parent, and working person.⁴ When the children are very young the parental role is especially demanding. This must necessarily take some time away from the spousal and working person roles. Since persons working in full-time jobs usually have little flexibility in scheduling their working hours, the spousal role would seem to be the easiest to deemphasize, thus lowering marital satisfaction. Nonetheless, these data suggest that this situation need not create unusually high levels of marital distress for all individuals. Considering the wide range of marital satisfaction in the current sample (scores ranged from 25 to 157 on the Locke-Wallace measures of marital satisfaction), it seems clear that within this stressful situation there are other variables that are related to marital satisfaction. Androgynous individuals (i.e., those possessing high levels of both instrumental and expressive characteristics) reported the greatest marital satisfaction. This is consistent with the notion that androgynous individuals feel comfortable with a wide range of behaviors, including the cross-sex role behaviors that may be required in a dual-worker situation. The comfort to engage in a wide range of behaviors may be particularly important to dual-worker families with young children. This comfort might serve to reduce the pressures of task overload reported by dual-worker couples and thus increase their marital satisfaction. Future research should investigate the mechanisms by which sex-role self-concepts affect marital satisfaction.

The relation between androgyny and greater marital satisfaction did not vary with the sex of the subject. Thus, for both men and women in these dual-worker couples, it was more adaptive to be androgynous. Moreover, while high-SES individuals reported the greater marital satisfaction overall, SES did not interact with sex-role classification. Therefore, it was more adaptive for individuals in a dual-worker couple to be androgynous among both low, medium-, and high-SES individuals. The generalizability of this finding across different socioeconomic statuses is an important finding of the current study, since much previous research on dual-worker couples has been focused on high-SES professional couples.

It was also true that the relation of androgyny to marital satisfaction was largely replicated across the two different self-concept measures. While the BSRI and the PAQ have theoretical differences (Spence & Helmreich,

⁴An alternative explanation of the low marital satisfaction in this sample is that it reflects some self-selection factor, such that individuals who are having marital problems were more likely to agree to participate in the study. However, a sample of single-worker couples obtained in the same way did not produce these results (Cooper et al., Note 1.) Thus, it is unlikely that the low marital satisfaction in the current sample is merely an artifact of some self-selection bias.

1981) and do not always agree on a given individual's classification, the pattern of empirical findings produced by the measures in the current study were comparable. The major difference between the two sets of findings was that the androgynous individuals on the PAQ showed a greater advantage in marital satisfaction over sex-typed individuals than did androgynous individuals on the BSRI. This suggests that the PAQ may be a more sensitive measure to the types of characteristics that are most adaptive in the dual-worker situation. Instrumental and expressive characteristics may be more important to marital satisfaction in these couples than the more broadly defined masculine and feminine characteristics on the BSRI. However, while the PAQ may be slightly more sensitive, it is important to remember that the overall pattern of findings produced by the two measures was quite similar.

It was also predicted that androgynous individuals would report the best personal adjustment as reflected in reported mood. However, unlike the findings for marital satisfaction, this prediction was only partially confirmed. Androgynous and masculine individuals did not significantly differ in mood. Since both androgynous and masculine individuals share high levels of masculine characteristics, it appears that it is the level of masculine characteristics that is most important for personal adjustment. This is consistent with previous research on the general adaptive significance of masculine characteristics (Orlofsky & Stahl, 1981) and on the relation between masculine characteristics and high self-esteem (Antill & Cunningham, 1979).

Although previous data have suggested that sex-role attitudes might influence the marital satisfaction of dual-worker couples (Perucci et al., 1978; Houseknecht & Macke, 1981), the present study did not support that conclusion. There was no significant relation between sex-role attitudes and mood or marital satisfaction. One reason for this may be that sex-role attitudes may play a more important role in the decision for mothers of preschoolers to work than they do in the marital satisfaction of husbands and wives once that decision has been made. Spitze and Waite (1981) found a reciprocal relationship between wives working and husbands' attitude toward their employment. Husbands changed their attitudes in the early years of their marriage to conform with their wife's employment attitudes and behavior. However, when the husband's attitudes were strongly negative regarding their wife's employment, wives usually left the labor force. Thus, the effect of sex-role attitudes may be measurable in dual-worker couples only at a time of decision-making concerning the wife's employment.

However, while the content of sex-role attitudes was not related to marital satisfaction, greater congruence between husbands' and wives'

attitudes was significantly related to greater satisfaction. This suggests that agreement between husbands and wives can serve to reduce tension and preserve harmony regardless of the types of beliefs and values that they hold. While profeminist attitudes may be important in the initial decision for wives to work, once the dual-worker life-style has been established, it is the amount of congruence between spouses that is related to greater satisfaction.

In summary, the current findings support several hypotheses made by Yoge (1982) concerning variables that might be related to marital satisfaction among dual-worker couples. Both androgyny and congruence in sex-role attitudes were related to mood and marital satisfaction. However, the predictions of the current study were derived from a consideration of the unique demands placed on dual-worker families with preschool children. An important question is whether the pattern of results obtained for dual-worker couples is unique to this population or whether androgyny and congruence in sex-role attitudes are associated with greater marital satisfaction for all couples. Different patterns of self-concepts may be more adaptive in single-worker families. The present study does not have data to address this question. Additional research is needed to compare these results for dual-worker families with those for a matched sample of single-worker families. Moreover, future research should investigate the mechanisms by which sex-role self-concepts and attitudes affect marital satisfaction and personal adjustment.

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