

EFFECTS OF CAREER AND MARRIAGE ON NEWLYWED INDIVIDUALS' MARITAL
AND CAREER SATISFACTION

By

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DEFINITION OF TERMS

Benefits	Things that promote or enhance individual or relational well-being. For the purposes of this study, the construct will be defined by the Work-Family Gains Scale score.
Buffers	Something that protects or lessens the impact of a stressor. This construct will be defined by the Positive Family-to-Work Spillover Scale score.
Career	An occupation or profession that require a higher level of training and commitment (Granello & Navin, 1997).
Career satisfaction	For the purposes of this study, this construct will be defined by the Job Satisfaction Index score.
Challenges	For the purposes of this study, this construct will be defined by the Work-Family Strains scale score.
Coping	“Cognitive and behavioral efforts made in response to a threat” (Tamres, Janicki, & Helgeson, 2002, p. 3).
Dual-career couple	An arrangement where both marital spouses pursue a career and marriage simultaneously (Rapoport & Rapoport, 1976).
Factor	A component that contributes to a situation or result.
Family	The general definition of family often includes two or more people who are related by genetics, adoption, or marriage. For the purpose of this study, family is defined as a marital dyad consisting of a male and female.
Family-work conflict	When family roles, obligations, and expectations spillover into work roles and functioning (Tatman et al., 2006).
Marital satisfaction	Marital satisfaction is defined as an “attitude of greater or lesser favorability towards one’s own marital relationship” (Roach, Frazier, & Bowden, 1981, p. 567). For the purposes of this study, this construct will be defined by the Locke-Wallace Marital Adjustment Test score.
Newlywed	A married couple in their first five years of marriage.
Strategy	A plan of action or a series of steps undertaken to achieve a goal or result. For the purposes of this study, the construct will be defined by the Coping Strategies Scale.
Spillover	The “positive and negative feelings, attitudes, and behaviors that might emerge in one domain and are carried over into the other” (Googins, 1991, p. 9).
Work-family conflict	When work roles, obligations, and expectations spillover into family roles and functioning (Tatman et al., 2006).

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Newlywed couples face many challenges in the early years of marriage that can affect their satisfaction with the marital relationship. Research has identified the balance of career and marriage as one of the prominent stressors in newlywed couples lives. However, studies have not explored what is problematic about balancing career and marriage. Since past research has found the first years of marriage to be predictors of marital stability and longevity, research attention needs to be given to exploring the career-marriage interface. The purpose of this study was to examine the challenges and benefits of a dual-career lifestyle on newlywed individuals' marital and career satisfaction.

This study's sample consisted of 122 newlywed individuals that were part of a dual-career relationship. Of the participants, 79.5% were female, 86.1% were Caucasian, and 85.2% had obtained at least a bachelor's degree. Participants ranged in age from 20 45 with an average length of marriage of 26.93 months.

The data were analyzed by means of Pearson correlations and multiple regression analyses. In the first analysis, career-marriage challenges and marriage-career spillover were found to be significant predictors of marital satisfaction. In the second analysis only career-marriage benefits

was found to be a significant predictor of career satisfaction. Surprisingly, career and marital satisfaction were not significantly correlated. In addition, no gender differences were found on the variables measured.

The study's limitations, areas for future research, and implications for theory and practice were discussed. Future studies may benefit from obtaining a more gendered representative sample. Similarly, researchers may seek to recruit participants with diverse ethnic backgrounds and professional fields.

CHAPTER 1 INTRODUCTION

The dual-career couple has been a topic of interest for various social scientists including sociologists, psychologists, and family therapists (Berscheid, 1994). Like many institutions, the dual-career couple has been influenced and prescribed by the historical time period and culture in which it exists. Rapoport and Rapoport (1976), the first researchers to use the term dual-career couple, described the dual-career couple as a type of marital partnership that is characterized by a commitment and dedication to career and marriage. However, a definition of what constitutes a dual-career couple has not been specified or uniformly employed (Haddock, Zimmerman, Ziemba, & Current, 2001). Criteria used by previous researchers to describe the dual-career couple includes hours spent in domestic and paid labor and its effect on the marriage. Others distinguish dual-career couples by their level of education, income, “career position” (Haddock, Zimmerman, Schindler, Ziemba, & Lyness, 2006, p. 231), amount of experience in a career field, and dedication to a profession for psychological and financial satisfaction (Granello & Navin, 1997). To describe the effects of the dual-career lifestyle on couples, many researchers have examined constructs such as marital satisfaction (Faulkner, Davey, & Davey, 2005; Greenstein, 1995; Wilkie, Ferree, & Ratcliff, 1998), marital quality (Barnett, Marshall, & Pleck, 1992; Vannoy & Philliber, 1992), marital happiness (Veroff, Douvan, Orbuch, & Acitelli, 1998), and marital adjustment (Burley, 1995). However, researchers have just begun to explore the career and relationship stressors and benefits that shape the life of the newly married dual-career couple. Specifically, attention is now being given to the importance of career and marriage in newlywed dual-career couples lives.

Newlywed couples face multiple challenges in the early years of marriage that affect their marital satisfaction. In the past, researchers have differed in their approach to examining and

identifying characteristics associated with distressed couples. Some researchers focused heavily on behavioral components (Margolin, 1981; Ting-Toomey, 1983; Williams, 1979), while others viewed distress through a cognitive lens (Carrere, Buehlman, Gottman, Coan, & Ruckstuhl, 2000). Still, others have argued that couples' assessment of marital quality has a large affective component (Gottman, 1979; Huston, Caughlin, Houts, Smith, & George, 2001). Recently, researchers have tried to identify the gains and strains (Marshall & Barnett, 1993) and challenges and benefits (Haddock & Rattenborg, 2003) of a dual-career lifestyle on newlywed couples in their first years of marriage. Instead of looking solely at distressed couples, researchers are now shifting their focus to couples who consider their marriage successful.

Several recent studies on newlywed couples report the balance of career and family as a prominent stressor in their relationship (Haddock & Bowling, 2001; Schramm, Marshall, Harris, & Lee, 2005). However, what is problematic about this imbalance has only begun to be explored. Few in-depth studies have been devoted solely to newlywed couples and even fewer on newlywed dual-career couples. Even though research has found the first few years of marriage to be important predictors of marital stability and longevity (Carrere et al., 2005; Huston et al., 2001), most studies have included couples transitioning to parenthood (Kurdek, 1993). Since the transition to first time parenthood has its own set of challenges that does not apply to childless couples (Lindahl, Clements, & Markman, 1998), attempts to apply findings to all couples would be misleading and distorted. Similarly, recent research that has examined couples coping behaviors and strategies have not clearly distinguished between dual-earner and dual-career couples (Barnett & Rivers, 1996; Haddock et al., 2001). In these studies, both types of couples were grouped together or were used interchangeably. This study will attempt to bridge the gaps in the research and provide a more thorough description of this increasingly common marital

type. The purpose of this study was to investigate the career-marriage balance in newlywed couples and the affects of multiple factors and strategies on marital and career satisfaction.

Theoretical Perspective

Role Strain Theory

Many theories have been used to explain the impact of the dual-career lifestyle on the marital relationship. Role strain theory posits that people have and are a part of many role relationships. The result of the various interactions between role relationships can have positive or negative consequences on the person, family, and/or other roles a person occupies (Goode, 1960). For instance, studies have found that women who enjoy their job are better able to handle family related stressors than women who are unhappy with their job (Barnett, Marshall, & Sayer, 1992). However, engaging in multiple roles can also negatively impact one or more areas of life. At times, fulfilling diverse role obligations and demands may require conflicting actions that may put a strain on the other roles a person engages in. For example, two newlyweds that are trying to build a marriage and career find that there are not enough hours in the day to devote to nurturing each role. Confronted with this dilemma, the wife decides to set boundaries at work so she can spend more time at home with her husband. However, due to the nature of his profession, the husband is expected to pull long hours. In this example, there are two role dilemmas. For the husband, the demands of one role are interfering with his ability to devote time and energy to another. Second, the husband is being asked to act differently depending upon the immediate context. In the home setting he has equal decision making power. However, at work, he has little input or control over the amount of hours he works. The consequences of switching between behaviors can negatively impact his role as husband and employee.

At some point in life, people who are a part of many role relationships are likely to experience role strain (Goode, 1960). Goode defined role strain as “the difficulty of fulfilling

role demands” (p. 483) and views strain as normal and inevitable. Most role theorists agree that role strain is unavoidable and a common result of participating in several roles simultaneously (Goode; Haddock & Rattenborg, 2003; Marshall & Barnett, 1993). However, many theorists differ in their approach to examining and explaining the consequences of managing multiple roles and how the various roles interact and influence each other.

The scarcity and expansion hypotheses attempt to explain the physical and psychological impact of combining multiple roles (Haddock & Rattenborg, 2003). One explanation, the “scarcity hypothesis” of role involvement, focuses on the number of roles a person occupies and the amount of personal resources available. It holds that as the number of roles and responsibilities increase, the higher the potential for role overload and psychological distress (Goode, 1960; Haddock & Rattenborg, 2003; Marshall & Bennett, 1993). This hypothesis is based on the assumption that people have a daily reservoir of time and energy that when consumed cannot be replenished until the next day (Paden & Buehler, 1995). It is up to the individual, then, to decide how they want to divide their energy and resources among their various roles. The amount of time and energy an individual puts into each role is dependent on factors such as perceived value of the role, demands of the role, ability to fulfill the role, and the consequences of role involvement (Goode, 1960).

If people have a finite amount of time and energy that is allotted to them daily and additional resources cannot be added to their supply throughout the day, then each role can only receive a limited amount of effort. Therefore, committing to multiple roles limits the resources a person can devote to each role. To give to one role is to take potential time and resources away from another. As a result, a person who attempts to manage several roles “will be (come) the victim of role conflict . . . since any degree of commitment to one role will detract from his

commitment, and chances of success, in the other, simply in terms of the availability of time and energy” (Marks, 1977, p. 924). For instance, a person that has a demanding job will most likely use up most of their daily supply of energy at work. This substantial consumption of the day’s resources leaves the person with a decreased quantity of time and energy that they can utilize to fulfill family roles/responsibilities.

Psychological distress often results when a person becomes overly burdened and/or experiences tension/competition among the varying roles. Once conflict occurs, the person must then find a way to regain their intrinsic motivation to regain balance or reduce role strain. This strain can be reduced by either leaving specific role relationships or engaging in role bargaining (Goode, 1960).

However, several researchers have turned their attention to discovering and discussing the benefits of engaging in multiple role responsibilities. According to the “expansion hypothesis” (Sieber, 1974), the gains associated with occupying multiple roles offsets the stresses of role management. These gains can have a positive affect on both husbands and wives and can impact reported levels of marital satisfaction (Haddock & Rattenborg, 2003). For example, studies have found that holding multiple roles may promote wives mental and physical health (Haddock et al., 2001; Stevens, Minnotte, Mannon, & Kiger, 2007). In addition, wives’ employment increases the amount of social resources women have access to, provide women with economic and social status and security, increases life satisfaction, and assists in the management of problems (Barnett & Rivers, 1996). Wives who work are more likely to push for fairness in the marital relationship (Lennon & Rosenfeld, 1994) which is often associated with increased marital satisfaction (Gottman, 1999). Men also benefit from their wives participation in paid labor. Barnett and Rivers suggested that wives economic contribution to the family often relieves

husbands of the burden of being the sole income provider. As a result, sharing financial responsibility provides husbands with the opportunity to devote more time to family life.

Gender Theory

According to gender theory, gender is a set of qualities, behaviors, and roles assigned to males and females from the society they live in. Advocates of this view of gender argue that “masculinity” and “femininity” are not biological prescriptions but are social constructions that are developed and maintained by society. These socially constructed definitions are “embedded in social contexts and processes through a system of boundaries that help to define what is appropriate for each gender” (Zvonkovic, Greaves, Schmiege, & Hall, 1996, p. 92). In essence, the dominant culture, or the group with the most social power, dictates what behavior is considered masculine and feminine. Feminist scholars contend that the meaning assigned to these constructs creates a gender dichotomy that overly emphasizes between-sex differences while ignoring commonalities. This gender distinction serves to protect and further the interests of one group while oppressing and subjugating the other (Ferree, 1990).

In westernized societies, men are appointed the role of primary income provider or breadwinner and women the role of homemaker, supporter of the husband, and supplemental income provider (Wilkie et al., 1998). This role provides Caucasian men with a substantial amount of social power, which allows them to control the resources that advantage their group and disadvantage others (Ferree, 1990). This privilege, assigned to men because of their gender, creates a hierarchical structure that favors men and oppresses women. The resulting power gap allows men to further individual and group goals mainly at the expense of women (Ferree, 1990). Thompson (1993) discussed some of the societal messages given to men and women that have shaped and promoted the gendered division of labor that still exists today. For example, women have been told that it is their job to provide emotional care and support for their wage working

spouses. Since men were given the role of primary breadwinner, their jobs were given higher status and deemed more important than women's waged work. As a result of their devalued work contribution, women often do not receive the same support from society or their husbands for their participation in the labor force. This lack of support and credit has not deterred women from pursuing careers. However, this does not imply that women do not need societal or spousal support. Research has shown that women who perceive their husbands as supporting their career endeavors report higher marital satisfaction than their non-supportive counterparts (Faulkner et al., 2005).

Working men and women in marital relationships continually renegotiate their gender roles throughout the course of their marriage. Since many couples have both spouses participating in paid labor, juggling marriage and work has become an increasingly common issue for both genders (Schramm et al., 2005). Many couples, especially newlyweds, have to make decisions about their involvement and commitment to career and marriage. Researchers have found that how these decisions are made and how couples adjust are largely influenced by gender (Zvonkovic et al., 1996). For newlyweds, research has found that gendered divisions of labor are largely negotiated within the first year of marriage. After marriage, women report taking on more responsibility for housework than when they were cohabitating (Coltrane, 2000; Quek & Knudson-Martin, 2006). Similarly, studies have found that regardless of hours spent in paid labor, women still complete the majority of household work. Although men are doing more housework than in the past, the amount of time spent on completing household tasks is still unequal (Coltrane). The internalized set of gendered behaviors supports the belief that household work is still largely perceived as the woman's domain regardless of any other outside obligations they assume (i.e., wage earner).

Researchers who study marital relationships must consider gender differences that may exist in their phenomena of interest (Berscheid, 1994). There has been a great deal of research that supports the existence of gender differences in relationship behaviors. For instance, husbands' and wives' were found to differ in their perceptions of each others' contributions in paid and domestic work (Coltrane 2000; Hochschild, 1989; Quek & Knudson-Martin, 2006; Wilkie et al., 1998), perceptions of equality in the marriage (Blaisure & Allen 1995; Coltrane; Hochschild; Rosenbluth, Steil, & Whitcomb, 1998), and the influence of husbands' attitudes on wives' employment status (Vannoy & Philliber, 1992). As a consequence, assessments of marital quality and satisfaction often differ between spouses for reasons often related to gender roles and beliefs (Coltrane; Wilkie et al.).

Significance of the Study

Empirical evidence that will result from identifying and exploring the challenges and benefits of a dual-career lifestyle on newlywed couples will benefit clients, service providers, researchers, and professors. Researchers will be able to utilize this information to expand their own knowledge base and contribute to the literature on dual-career newlywed couples. Therapists will benefit from these findings in several ways. First, they will be better able to recognize and dismantle some of the common myths surrounding dual-career couples. Second, they can use the information derived from this study to educate their dual-career clients (Haddock & Rattenborg, 2003). Researchers have found that family therapists feel that their academic training programs did not adequately prepare them to assist couples with work-family conflict (Tatman, Hovestadt, Yelsma, Fenell, & Canfield, 2006). With increased understanding and knowledge on work-family issues, professors can better prepare future service providers for some of the challenges they may face with this population (Haddock & Bowling, 2001).

Purpose of the Study

The purpose of this study will be to identify and explore the challenges and benefits newlywed dual-career couples face in their first years of marriage. Particular attention will be given to the problematic and beneficial effects associated with balancing career and marriage and its effects on perceptions of marital and career satisfaction in the first five years of marriage. Research has identified several broad areas based on self-reports that are problematic for newlywed working couples but few have explored these areas in depth. The Center for Marriage and Family (2000) found that the number one reported problem among newlyweds married five years or less was balancing career and marriage. Similarly, a study of newlywed couples married two to nine months found that balancing work and marriage was the primary stressor reported by both husbands and wives in distressed marriages (Schramm et al., 2005). However, neither study addressed what was problematic about managing work and family. This study will attempt to address this limitation by identifying components that characterize newlywed couples who are successfully managing career and marriage from those who are not. In addition, there was also a need to explore the positive and negative affects of career on marriage and vice versa. Role theorists have discussed and documented the strains (Goode, 1960; Haddock & Rattenborg, 2003) and benefits (Marshall & Barnett, 1993; Sieber, 1974) of filling multiple roles. Similarly, this study will examine the “buffering” and exacerbating effects that one context (i.e., marriage or career) can have on the other.

Research Questions

This study addresses the following research questions:

1. What is the relationship between career, challenges, benefits, buffers, strategies, and gender and marital satisfaction?
2. What is the relationship between marriage, challenges, benefits, buffers strategies, and gender and career satisfaction?

CHAPTER 2 REVIEW OF THE LITERATURE

Research on newlywed dual-career couples is limited. The literature review that follows integrates the findings found in qualitative studies that have been conducted with newlywed couples (e.g., Schramm et al., 2005) with the larger body of literature on dual-earner and dual-career couples. First, the distinction between dual-earners and dual-careers are addressed. Next, relevant statistics and characteristics that have contributed to the rise in dual-career marriages are discussed. The remainder of the chapter examines the multiple affects of a dual-career lifestyle on multiple individual and relational domains.

Relationship between Dual-Earner and Dual-Career

Research on dual-career couples has gained momentum in the past few decades. However, though researchers have suggested that these couples possess unique personal and marital characteristics (Raley, Mattingly, & Bianchi, 2006), they are often still grouped with dual-earners (Baskin, 1998). Since previous researchers have not separated the groups or applied a clear and consistent definition of what constitutes each group (Barnett & Rivers, 1996; Becker & Moen, 1999; Haddock et al., 2001), generalizing previous findings to the dual-career population should be made with caution.

Dual-earner and dual-career couples share a common feature--having both spouses participating in the workforce. However, what distinguishes dual-career couples from the larger, overarching dual-earning group is wives' commitment to career. According to Baskin (1998), "in the dual-career family or couple, wives are more career oriented rather than simply holding jobs, as in many cases of dual-earner couples" (p. 1). Dual-career couples are described as having a higher commitment to career (Baskin), a strong desire to advance steadily in their profession (Granello & Navin, 1997), and consider their careers as an important part of their personal

identity (Bird & Schnurman-Crook, 2005) than do dual-earner couples. Other differences include advanced training and education and more experience in a career field (Baskin, 1998).

In this literature review, the dual-career couple will continue to be considered as a subgroup of the dual-earner population. Research on both dual-career and dual-earner couples will be included and examined.

Dual-Career Couple

The dual professional couple paradigm is the result of women's increasing educational attainment and career aspirations (Becker & Moen, 1999; Dilworth, 2004; Raley et al., 2006). Husbands have been considered a constant in the workplace and in higher education, so little research attention has been given to studying the stability of their roles and their impact on marital satisfaction (Wilkie et al., 1998). Since their roles have remained relatively stable, most of the research in the last century has focused on the processes and consequences of changes in women's marital roles and how this affects marital quality and satisfaction.

Newlyweds. Most people decide to marry at some point in their life. In 2003, there were 2.2 million marriages in the United States (Frey, 2006). Of this number, 62% were first marriages for both partners (Kreider, 2005). Although the majority of people still marry at least once in their lifetime, the picture of marriage has changed. For one, men and women are marrying later. This may be partially due to the increase in women pursuing college degrees. For men and women who turned 20 between 1995 and 1999, 8% and 18% were married compared to 21% and 51% from 1955 to 1959. Currently, the median age for first time marriages is 27 and 25 for men and women (Kreider). Unfortunately, many first marriages end in divorce. For all marriages, the divorce rate has remained around 50% over the last 30 years and is not projected to change substantially in the near future (Ahrons, 2004). For first marriages, roughly 20% fail

within the first five years (Bramlett & Mosher, 2002). Other researchers estimate that 2 out of 3 first marriages will end in divorce (Carter & Carter, 1995; Gottman, 1994).

Paid labor. Women are not newcomers in the workplace. They have long been a part of the paid labor force and have significantly contributed to the family income. However, until recently, their contributions were undervalued and the importance of their contributions unacknowledged (Ferree, 1990; Viers & Prouty, 2001). In 1970, 43% of women were in the workforce. This number increased to 59% in 2004. Similarly, the number of couples who had both spouses participating in the workforce also increased from 44% in 1967 to 58% in 2004 (Bureau of Labor Statistics, 2004). Due to the lack of distinction between dual-earner and dual-career in the national database, it is difficult to estimate the number of dual-career couples. Wilcox-Matthew and Minor (1989) reported the number of dual-career couples to be just under a million in 1960. In 1983, this number increased to 3.3 million.

Today's women are increasingly sharing the family income responsibility with their partner. In 1970, 9% of women contributed an equal share in the family income earnings. In 2001, this number more than doubled to 24%. Even though the numbers of women who contribute substantially to their family's income is increasing, men are still considered the primary monetary provider in the majority of couples (Raley et al., 2006).

Education. Higher education institutions have also seen a tremendous rise in female enrollment and degree attainment. In 1970, 11% of women age 25-64 held a college degree compared to 33% in 2004 (Bureau of Labor Statistics, 2004). In addition, figures show that many more women are attending graduate school and even outnumber men in some previously all male fields. For instance, 41% of educational administrative positions in 1983 were held by women. This number rose to 67% in 2000. Other occupations that shifted in the number of employed men

and women between 1983 and 2000 were physicians assistants (36% to 58%), accountants (39% to 56%) and management related occupations (40% to 57%) to name a few (United States Census Bureau, 2004). Projections for the number of bachelors and masters degrees that will be awarded to women in the 2005-2006 school year is 845,000 for bachelors and 350,000 masters. This translates into women earning 59% of bachelors and 60% of masters degrees that will be given between 2005 and 2006 (Peoples, 2005).

A strong association has been reported between wives' college education, especially when they hold a postgraduate degree, and the likelihood that a couple will become a dual-career couple. In 1970, if a wife held a postgraduate degree, the couple was more likely to be dual-career. Similarly, wives' that held college degrees in the 1980s, 1990s, and in 2001 were more likely to be in dual-career marriages. This number was higher for wives' that obtained postgraduate education (Raley et al., 2006).

Career. Commitment to career has multiple implications for the individual and the marriage. More than any time period, woman are placing more emphasis on and attaching more importance to employment goals (Phillips & Imhoff, 1997). Like their male counterparts, career women view their careers as an important part of their identity (Bird & Schnurman-Crook, 2005) and reported life satisfaction (Van Daalen, Sanders, & Willemsen, 2005). Wives' increased interest and participation in a career does not mean that they are sacrificing or placing less significance on marriage. Career women still consider the marital domain as a primary part of their life (Haddock et al., 2001). Past research (Stryker & Serpe, 1994) has viewed the management of multiple identities as hierarchical with one identity (e.g., career) taking precedence over another (e.g., marriage). According to this view, if a discrepancy arose between two identities, the resolution would be decided on an identity's relevance in the hierarchy. For

example, a married man was given an ultimatum that he either put in more hours at work or risk not getting a promotion. If the man viewed his marital identity as more important than his career identity, he would most likely make a decision that would favor his marital identity. Instead of viewing one role as more favorable than another, some researchers now conceptualize and describe these roles as existing side-by-side (Bird & Schnurman-Crook; Zimmerman, 2001). The salient issue, then, becomes the balance of work and family identities (Zimmerman, 2001). Unfortunately, since most of the research interest on dual-earner couples stem from women's increasing involvement in paid labor, the successful balance of marital and career identities have been associated with women's ability or inability to manage these various roles (Haddock et al., 2001; Tatman et al., 2006; Zimmerman, Haddock, Current, & Ziemba, 2003).

Benefits. Participation in a dual-career lifestyle has many individual and relational benefits. It has been repeatedly documented that men build and maintain their self-concept and life satisfaction by occupying the role of financial provider (Barnett & Marshall, 1993; Bird & Schnurman-Crook, 2005; Marsiglio, Amato, Day, & Lamb, 2000). Similarly, women report that career participation increases their self-esteem, boosts their independence (Haddock & Rattenborg, 2003), promotes feelings of self-reliance and self-sufficiency (Granello & Navin, 1997), and provides them with the opportunity to build social contacts and supports (Haddock et al., 2001).

Spouses that share a dual-career lifestyle have many resources to draw upon that can benefit the marital relationship. According to Granello and Navin (1997) and Haddock et al. (2001), due to their educational attainment and commitment to career, dual-career spouses can provide each other with intellectual companionship and emotional support. Since both spouses are attempting to manage both career and marriage they are better able to understand and

empathize with the stresses, successes, expectations, and obligations of marriage and work. Dual-career spouses can also serve the role of confidant and provide each other with advice, knowledge, and assistance in other domains. For example, a husband may offer to do the wife's share of the housework when the wife has to work later hours. Other benefits of this lifestyle include greater financial freedom, a wider network of social support, and greater exposure to personal and professional resources (Haddock & Rattenborg, 2003).

Early Factors of Marital Stress and Success

Researchers have attempted to explain and predict early marital factors that lead to distressed or successful marital relationships. Previous studies have focused on newlywed couples behavioral, cognitive, and/or affective components with the goal of forecasting which marriages will last and which are headed for divorce (Gottman & Driver, 2005; O'Leary & Smith, 1991). Three models have been proposed that try to identify early warning signs that may contribute to marital distress and dissolution and those characteristics that promote successful, happy marriages.

Disillusionment model. According to the Huston, McHale, and Crouter's (1986) disillusionment model, newly married spouses behave in ways that sustains romance and minimizes conflict. When entering into marriage, each partner brings with them a certain understanding of what marriage is about and what it looks like. These preconceived notions or "illusions" (Huston et al., 2001, p. 238) are what initially drives spouses to act in ways that are consistent with their beliefs and to overlook potentially harmful behaviors that may later cause disruption. Similarly, this model holds that spouses tend to view each other favorably and downplay or ignore their negative traits. Because spouses tend to think and act in ways that overly accentuate the positive and disregard the negative, romantic love should be high and ambivalence about the relationship should be low (Huston et al.).

There is a fair body of research on whether this romanticized, ideal view of their partner is harmful or beneficial to the couple (Murray, Holmes, & Griffin, 1996). In addition, some researchers pose the question about “what is too much idealization?” These questions are hard to measure and answer. On the one hand, marriage creates interdependence between spouses (Swann, De La Ronde, & Hixon, 1994) that makes it hard to ignore spousal flaws and shortcomings. When partners over-idealize their spouse’s attributes and ignore their faults, idealizers put themselves at risk for disillusionment. This threat of disappointment is particularly prominent for those partners who fell in love with the idealized version of the person they constructed (Huston et al., 2001).

In a study by Murray et al. (1996), spouses who maintained some degree of idealization about their partners traits reported higher marital satisfaction. This was particularly true for partners who mutually viewed the other as possessing attributes the partner did not report having. In addition, the more realistic the idealization, that is, the more the image is grounded in fact and not fantasy, the greater the benefits to the marital relationship.

Emergent distress model. The emergent distress model (Bradbury, Cohan, & Karney, 1998), like the disillusionment model, maintains that newlyweds begin the marital union as affectionate, romantic partners. However, spouses do not enter the marriage with the expectation that these heightened intensities of feeling will last. They acknowledge that some of the positive feelings and behaviors exhibited during the initial transition will subside and do not view this cooling off as distressing (Huston et al., 2001). Instead, proponents of this model believe that marital distress and dissatisfaction is the result of increased conflict and the expression of negativity between spouses over time (Bradbury et al.).

Enduring dynamics model. In contrast to the previous two models, the enduring dynamics model (Caughlin, Huston, & Houts, 2000) posited that spouses enter into a marital union knowing their partner's shortcomings and weaknesses. Awareness of possible incompatibilities and faults become apparent during dating and carry over into marriage. Following this line of reasoning, then, problems that occur in the newlywed stage are most likely issues that were present before the marriage (Caughlin et al.; Huston et al., 2001).

Relationship Dynamics of the Dual-Career Couple

There are many interactional processes that influence marital success. Because the wide body of research is voluminous the discussion will be limited to three fundamental components that have been linked with marital success--communication, commitment, and conflict (Stanley, Markman, & Whitton, 2002).

According to Gottman (1999), marital partners frequently engage in "mind-reading" (p. 16) when conversing with one another. Mind reading occurs when one partner assumes they know what the other partner is thinking and feeling. Gottman reported that these unspoken assumptions are characteristic of marital conversations and are not necessarily dysfunctional or indicative of poor communication. In fact, these verbalizations are said to convey real knowledge about situations and are quite accurate in content. In sum, the act of communicating what one partner believes the other is thinking is not harmful. What can be damaging to marital relationships, said Gottman, is way the message is delivered. That is, it is the affect of the message that determines how the message will be received by the recipient. When the listening/receiving partner perceives the message as blaming or condemning s/he often reacts by running (shutting down) or escalating the conflict. If the receiving partner responds by avoiding or confronting it is less likely that the initiator will influence the partner. Gottman found this type

of interaction common in ailing marriages. In troubled marriages, the issue is not one of unclear communication but the amount of negative expression in the conversation (Gottman, 1999).

Commitment dynamics have also been shown to affect marital relationships (Johnson, Caughlin, & Huston, 1999). Commitment can be further broken down into two types--the dedicated and the obligated. In the former, the spouse has a personal investment in the marriage and wishes to maintain the quality of the relationship so that both partners will benefit. In the latter, one or both spouses stay in the marriage out of necessity. In these cases, splitting up is more costly than staying together (Johnson et al.; Stanley & Markman, 1992).

Stanley et al. (2002) examined the amount of negative interaction in 908 couples (86.7% were married) and how it affected levels of commitment and marital satisfaction. They found that as the number of negative interactions increased among married couples the lower the reported levels of marital satisfaction and commitment to the relationship. In addition, they found that spouses who were dedicated to their relationship were more likely to be satisfied with their marriages. This study yielded some useful information about the behaviors of married couples on measures of commitment but it does not address gender differences in the expression of commitment.

Conflict usually results when one spouse does something the other partner does not like. When a conflictual situation occurs partners may respond by confronting and discussing the issue or avoiding the conversation. The results of these interaction styles can have positive or negative affects on the marital relationship (Stanley et al., 2002; Verhofstadt, Buysse, DeClerca, & Goodwin, 2005). When couples openly discuss problems and attempt to understand each other's point of view, effective problem solving can take place (Gottman, 1994). Couples who confront their issues are said to experiences more global positivity than when either or both

partners withdraw (Stanley et al.). However, couples may also behave in ways that intensifies the conflict and leads to other negative relational processes. For instance, Gottman (1999) described a harmful interaction where both partners engage in mutual blaming or criticizing. This often happens when one partner feels attacked by the other and responds in a defensive manner. An example of this type of interaction would be when one partner vocalizes their concerns to their spouse and is met not with understanding but with a complaint of their own.

Another type of negative interaction occurs when one partner wants to discuss an issue and the other withdraws from the conversation. Christensen and Heavey (1990) labeled this type of interaction the demand/withdraw pattern. Researchers have repeatedly found a gender linkage in this pattern with women often occupying the role of demander and men typically disengaging and withdrawing (Christensen & Heavey; Faulkner et al., 2005; Gottman & Krokoff, 1989; Stanley et al., 2002; Verhofstadt et al., 2005). However, the demand/withdraw pattern may shift if the husband, not the wife, is the seeker of change in the relationship (Christensen & Harvey,).

Researchers have attempted to explain the gender differences that accompany the demand/withdraw pattern of communication. Christensen and Heavey (1990) argued that the female-demand/husband-withdraw pattern is the result of their social position than from inherent gender differences. Since men have more social power (Knudson-Martin & Mahoney, 1996) and have developed and maintained rules that benefit them more than women (Ferree 1990; Tamres et al., 2002), it is not surprising to find that women show more discontent and seek change while men seek to avoid it (Christensen & Heavey). Gottman (1999) explained the gender difference in the demand/withdraw pattern in terms of the amount of emotional arousal that is experienced by each partner. After an argument where both partners are involved in the conversation, women tend to calm down by engaging in self-soothing thoughts while men hold onto their level of

arousal. Gottman believed this vigilance is a result of biological processes that have required men to stay alert in the face of perceived danger. However, men find this amount of arousal as aversive and engage in mechanisms (i.e., withdrawal) to reduce their discomfort (Verhofstadt et al., 2005). Husbands' abilities to regulate their emotional arousal (more so than the wives) plays a vital role in the success and continuation of the marriage (Gottman, 1999; Gottman & Krokoff, 1989).

Verhofstadt et al.'s (2005) study also explored the effects of conflict on husbands and wives. They also found gender differences in the way that husbands and wives react and respond after a marital conflict. Specifically, they examined levels of emotional arousal and negative affect in the demand/withdraw pattern. Husbands experienced lower levels of emotional arousal and negative affect when they assumed the withdraw role than when they initiated change (demander role). However, the reverse was true for women. Wives experienced higher levels of discomfort and emotional reactivity when they withdrew than when they were the demanders.

Challenges of the Dual-Career Lifestyle

Stress domains. Rapoport and Rapoport (1969) identified five stress domains that impact dual-career couples: work overload, decreased social networks, balancing work and marital roles, individual identity conflicts, and conflicts between personal and societal norms. In theory, since dual-career couples invest a high amount of personal and relational time and energy into pursuing and supporting each partner's career, they are more likely than their single career counterparts to experience heightened stress in these domains. However, researchers have discovered that only three of the five domains--work overload and distress and balancing career and marital roles--negatively affect dual-career couples stress levels. Even though these couples experience a general decrease in time spent with outside family and friends and report identity conflicts, they were not found to necessarily cause increased distress.

Workload. Both men and women report that work-related issues affect their mental health and distress levels. Barnett and Brennan (1997) followed 201 dual-earner couples over a 2 year period and assessed the effects of changes in job demands and control on psychological distress levels. They predicted that individuals who had acquired or maintained high job control and decision making power would be less prone to experience psychological distress (i.e., anxiety or depression). In this study, job control was defined as possessing the authority and resources necessary to complete the job. In addition, the researchers added a second dimension, skill discretion, to the definition of job control. Skill discretion is defined by the nature of job tasks and is divided into high or low depending on the variety of tasks required to perform the job. An occupation that requires little deviation in tasks, is not challenging, and provides little opportunity to learn new skills would be considered low in skill discretion. This study found that the dual-career men and women who report having to work under time pressures and conflicting demands, viewed their jobs as dull and monotonous, and felt their skills were underutilized experienced higher levels of psychological distress over time.

Social support. Dual-career couples often find themselves with many obligations and not enough time in the day to fulfill them. One of the consequences of the time demands of managing marriage and career is the lack of time available to form and nurture social relationships. This can be particularly distressing to women who rely heavily on extended family and friends for support (Haddock et al., 2001). However, career women can also receive support from their colleagues. Women often report that working outside the home provides them with an opportunity to build supportive relationships with others in their field (Haddock et al., 2001). These relationships often allow women to expand their network of emotional resources (Crossfield, Kinman, & Jones, 2005) while helping alleviate job stress and increasing job

satisfaction (Granello & Navin, 1997). Husbands, unlike their female counterparts, frequently identify their spouse as their primary support system (Van Daalen et al., 2005). Studies have found that men experience increased psychological distress when they perceive their wives as being emotionally taxed or unavailable (Haddock et al., 2001). Since both partners are employed and experience career stressors, this situation may be more common in dual-career couples.

Balancing roles. Dual-career couples occupy and actively participate in at least two roles--employee and spouse. Each role has its own demands on a person's time and energy. At times, a particular role obligation may interfere with responsibilities in the other domain. Research has found that more couples allow work to interfere with marital responsibilities than vice versa. Aryee, Luk, Leung, and Lo (1999), examined the affects of work place and family demands and stressors on family, life, and job satisfaction. Participants were given a 43 question Likert-type survey that assessed couples coping behaviors, interrole conflict, spousal support, and role stressors. They found that work overload impacted both family-work and work-family conflict. Work overload was found to have more of a negative impact on family life than parental overload. In addition, couples that scored high on work-family conflict also reported lowered life and family satisfaction. In sum, this study supports the notion that work stressors have a greater influence on life, job, and family satisfaction than family related stressors.

Identity. Men and women in dual-career couples consider marriage and career as vital components of their personal identity. When one or more parts of their identity are threatened or when stress creates tension in or between the domains these couples are more likely to engage in efforts to preserve both parts of self. The attempt to manage conflicts while staying true to personal identities can be challenging and many times requires relational efforts and strategies to reduce interrole conflict. Bird and Schnurman-Crook (2005) assessed 15 dual-career couples'

coping behaviors in response to work and family stressors. To be included in the study, couples had to have a college degree, work at least 35 hours in outside employment, be employed in an occupation that was commensurate with education and training, and have a spouse that met similar criteria. Women and men in this sample worked an average of 49.5 and 52.7 hours, respectively. The couples had children that ranged in age from preschool to young adults. In order to promote a supportive, nonjudgmental environment, couples were assessed individually then together. Couples were questioned about their current work situation, benefits of combining career and marital roles, stresses of living a dual-career lifestyle, and how they handle stressors when they arise. All of the couples talked about the importance of career on personal identity and the significance of having spousal support of that identity. The presence of mutual support for both partner's professional identity was reported to positively impact the individual and strengthen the marital relationship.

Norms. The dual-career lifestyle deviates tremendously from the traditional couple. Even though the number of dual-career couples are steadily increasing and their lifestyle becoming more common (Raley et al., 2006), many women and men still struggle with internalized messages that support prescribed gender roles. This discrepancy can still be detected in current research on marital satisfaction and the division of household labor. In a review of the dual-career literature, Granello and Navin (1997) found that many women believe they are largely responsible for completing household duties. One explanation given for this belief may stem from womens' guilt about taking time away from their homemaker role to pursue a career. Other research, however, notes many womens' dissatisfaction with the unequal division of household labor. Women who engage in more household related chores report higher levels of

psychological distress (Viers & Prouty, 2001), reduced marital satisfaction (Faulkner et al., 2005), and increased spillover effects into other domains in life (e.g., work; Stevens et al., 2007).

Spousal support and intimacy. External sources of support serve as an important source of encouragement, empathy, and understanding for the dual-career spouse. Another vital, equally as or more important source is their partner. According to Granello and Navin (1997), because of the demands of two careers, dual-career couples may experience difficulty in meeting their partner's emotional needs and/or neglect to nourish the intimate relationship. This is particularly true after a demanding day on the job. A spouse that has had a mentally draining day at work may not be able to provide their partner that also had a hard day with the degree of support they may want/need. In addition, these couples may get so wrapped up in their careers and supporting each other's career growth and development that they neglect other aspects of their relationship. Couples report that maintaining intimacy was a vital component in assessing their degree of marital satisfaction. Zimmerman et al. (2003) interviewed 47 dual-earner couples who reported successfully balancing work and family. To be eligible for the study, participants had to answer yes to five statements that indicated their belief about effectively managing work and family such as "My spouse and I believe that we are skilled in balancing the many responsibilities in our lives" (e.g., spouse, parent, employee; p. 110). Couples were given a questionnaire that measured the division of emotional work in the relationship and participated in a 90 minute conjoint interview with the researchers. They found that these couples often praised their spouses for their talents and contributions to the family and frequently communicated their support, respect, and concerns for their partner's career activities. In addition, these couples report that they also supported their spouse's nonwork life goals. For instance, they encouraged one another to take personal time to pursue individual hobbies, activities, or spend time with friends. As for

emotional work, both men and women reported their marital relationship to be a high priority in their lives and actively took steps to maintain intimacy. These couples attributed their marital success to preserving a deep friendship by making couple time, maintaining mutual respect for one another, willingness to work through difficulties together, giving and offering assistance, and expressing appreciation.

Power and competition. Two other issues that dual-career couples face surround power and competition. Unlike traditional women--partly because career women work and contribute financially to the family--many career women feel they have more decision making power in other areas of marital life (Zimmerman et al., 2003). At times, this decision-making arrangement may interfere with personal and marital well-being. One example of where this issue may come into play concerns gender role beliefs. Although both spouses may support some nontraditional role beliefs about appropriate male and female behavior, one partner may still hold traditional beliefs regarding other marital tasks. For instance, a male spouse may support his wife's career pursuits but believe that housework is mainly a woman's responsibility. Power or decision making conflicts can manifest themselves in a number of other areas including childcare, career moves, and personal, relational, and social time (Granello & Navin, 1997). In their interviews with couples who were successfully balancing work and family, Zimmerman et al. (2003) reported that these couples took a more egalitarian approach to decision making and responsibility. These couples were flexible, maintained open dialogues, and frequently renegotiated the division of household labor depending upon current career and family factors. It was important for these spouses to feel that they could turn to one another during times of stress and know that their spouse would help them find solutions. These couples felt that both spouses were equally responsible for making decisions regarding household and financial affairs.

Spouses frequently discussed issues as they arose and worked together as a team to find the best outcome. Instead of assigning tasks based on preconceived notions of gender, these couples took a joint approach to managing career and family.

Given the job requirements and personal attributes necessary to be successful in a career, it is not surprising that some dual-career couples deal with some degree of spousal competitiveness. This is not necessarily unhealthy or problematic and can be expected in certain situations. For instance, a certain level of competition may ensue between spouses that occupy the same profession and are therefore competing for some of the same resources (Granello & Navin, 1997; Vannoy & Philliber, 1992). However, problems can arise if spouses believe that one career must take precedence over the other or if certain members of the family hold more traditional gender beliefs. Vannoy and Philliber found that women who felt they were making more career sacrifices for the marriage than their husbands reported increased conflict, resentment, and competition in their marriages. Similarly, husbands who adhered to more traditional gender roles reported dissatisfaction with their marriage if their wives held higher status positions than they did.

Overload and conflict. Role overload and conflict are issues that dual-career couples frequently encounter throughout the course of their marriage (Stevens et al., 2007). The dual-career couple is engaged in constant negotiation between at least three commitments: his career, her career, and maintaining a meaningful marital relationship. The amount of resources that are consumed to restore and sustain balance within and between these responsibilities can get overwhelming and affect both personal and marital well-being (Haddock & Rattenborg, 2003).

Previous researchers (Barnett, Marshall, & Sayer, 1992; Dilworth, 2004; Haddock & Rattenborg, 2003; Marshall & Barnett, 1993) have discussed the importance of viewing career

and marital commitments as interconnected with the mutually influencing domains. That is, each responsibility (e.g., his career, her career) does not exist separately and independently from each other and can have a positive or negative affect on other areas of life.

Work-Family/Family-Work Gains and Strains

Many terms have been used to describe the bidirectional impact of marriage and career: role strain, role permeability, spillover, stress contagion, stress crossover, family-to-work and work-to-family conflict or spillover (Dilworth, 2004) and work-family strains (Marshall & Barnett, 1993). These terms imply that most spillover affects are negative and as a result research has largely focused on the problems that arise when stress is carried over from one domain into another (Kinnunen, Feldt, Geurts, & Pulkkinen, 2006; Stevens et al., 2007). By definition, spillover is defined as “the positive and negative feelings, attitudes, and behaviors that might emerge in one domain and are carried over into the other” (Googins, 1991, p. 9). Work-family and family-work spillover, then, can be positive or negative and can have different effects on the person and role relationships. Research has focused heavily on work-to-family spillover, perhaps because it has been found to be more prevalent than family-to-work spillover (Dilworth). Lastly, past research has found gender differences in who is more likely to experience a certain type of spillover. Largely due to their perceptions about the unequal distribution of household labor, women with children report more family-to-work conflict than do men (Mennino, Rubin, & Brayfield, 2005; Stevens et al., 2007; Tatman et al., 2006). However, research on gender differences in levels of work-to-family conflict have shown mixed results. Some studies have found that both genders are equally vulnerable to and experience the same amount of work-to-family conflict (Tatman et al.), others report women have slightly higher work-family spillover (Marshall & Barnett, 1993; Mennino et al.), and yet others hold that men experience more work-to-family conflict (Dilworth).

In an earlier study, Marshall and Barnett (1993) identified and investigated several sources of work-family gains and strains for dual-earner couples. In the first wave of this two year longitudinal study, researchers interviewed 300 dual-earner participants and gathered information on their experience as partner, parent, employee, and multiple role manager. Participants in this study did not have to be married to be considered for the study; however, they had to be cohabitating. Only a small proportion (3%) of the sample was unmarried. Next, partners were given a questionnaire that measured workload, job and marital role quality, parent-role quality, resources, work-role commitment, sex-role attitudes, man's attitude towards partner's employment, and work-family gains and strains. For nonparents, workload and experiences on the job, marital role quality, and sex-role attitudes influenced reported work-family gains and strains. In other words, men and women reported work-family gains when home and job experiences were positive and both partners held less traditional sex-role beliefs. In addition, couples that received social support from friends and family reported greater gains. Overall, for nonparents, combining work and family was a positive experience. Juggling work and family made partners feel more well-rounded and confident in their ability to manage multiple responsibilities.

In a sample of 453 married spouses, Dilworth (2004) attempted to identify predictors of negative family-to-work (FW) spillover. The researcher wanted to know if FW spillover was greater for men or women and if there were common predictors that influenced negative spillover for both sexes. To be included in the study, respondents had to be married, had to have both spouses employed at least 30 hours a week, and have at least one child under 18 residing in the home. Only one spouse per household was allowed to participate in the study. Negative spillover from home to work was measured using a five item Likert-type scale that asked

respondents to indicate on a scale of 1 to 5 (1 = never and 5 = very often) how often in the past 3 months: their family or personal life kept them from getting work done on time, from taking on extra work, from doing a good job at work, from concentrating on work, and caused them to feel drained of energy needed for work. Time spent engaging in household chores was also assessed using a two item question that measured hours spent engaging in household tasks on work and nonwork days. Participants were asked what they would like their spouses to be doing with regards to housework. Lastly, four questionnaire items assessed marital and family life satisfaction. Respondents were asked to respond using a 4 point Likert-type scale with 1 = extremely satisfied and 4 = not too satisfied. The results indicated that women reported more negative family-to-work spillover than men. Specifically, hours worked on the job influenced the amount of FW spillover experienced. Interestingly, the number of hours spent completing household chores did not increase FW spillover for women. For both men and women, family satisfaction impacted the amount of FW spillover. Also, low family satisfaction but not marital satisfaction affected negative spillover.

A study by Tatman et al. (2006) examined work and family stressors that contributed to work-family conflict (WFC) and family-work conflict (FWC). The sample consisted of 142 participants in specifically chosen occupations. The researchers were interested in examining the influence of educational achievement on the dependent variables. Of the 142 participants, 6 had doctoral degrees, 53 had master's degrees, 39 had bachelor's degrees, 24 had post-secondary vocational certificates, 16 had high school diplomas, and 4 had "other." Participants did not have to be married or have children to be included in the study. The sample was given a 42 item Likert-type questionnaire that measured work overload, conflicting job expectations, inflexible working conditions, seeking new employment, job satisfaction, parental overload, and family

performance. The researchers found that WFC and FWC were indeed distinct concepts that affected couples differently. Both genders reported similar amounts of WFC but women reported higher FWC levels than men. With regard to educational attainment, people with master's and doctoral degrees experienced less FWC than people with bachelors or post-secondary vocational degrees. Several job stressors--work overload, conflicting job expectations, desire for a new job--were identified as negatively impacting family life satisfaction. Not fulfilling family responsibilities and parental overload were reported to influence degree of work satisfaction.

A limited amount of research has been devoted to studying the positive impact of work on family and family on work. Research that has focused on the positive affects have used the terms positive spillover (Stevens et al., 2007), work-family gains (Marshall & Barnett, 1993), and positive crossover (Crossfield et al., 2005) to describe this phenomenon. A similar concept, the "buffering effect" (Haddock & Rattenborg, 2003 p. 327), holds that one domain may buffer the stresses experienced in another. For instance, when spouses reported a good marital relationship, problems in the job domain produced less psychological distress (Barnett & Marshall, 1992).

In a qualitative study aimed at discovering the benefits of combining career and family, Haddock and Rattenborg (2003) found six themes that characterized couples that were successfully balancing career and family. Through 90 minute conjoint interviews, researchers hoped to gather a rich description on the benefits and challenges of a dual-earner lifestyle. In particular, they focused on the adaptive strategies these couples employed to achieve success within and between domains. The study consisted of 47 couples that were married, had both spouses working at least 35 hours weekly, and had at least one child under age 12. The researchers organized the benefits into six themes: modeling an egalitarian relationship for the children, increased self esteem and well-being, increased financial resources, increased social

networks that employment provided, spending time away from the children that led to better parenting, and improved social and intellectual skills for their children. Challenges were clustered into three themes: lack of support, feelings of guilt, and sacrifices. One of the biggest challenges these couples faced came from unfriendly workplaces that were not family centered. Other couples reported feeling guilty for taking time away from their partner and children to work outside the home. The couples that reported experiencing sporadic bouts of guilt explained that they felt they had made sacrifices in some areas of life in order to balance career and family. For instance, one woman reported declining a promotion so that she could spend more time with her family. Overall, even though some couples discussed the challenges they face as a result of living a dual-earner lifestyle, most report the benefits outweigh the costs.

Past research has neglected the impact of family factors on work functioning (Dilworth, 2004). A study by Stevens et al. (2007) examined the family factors that positively and negatively influence work. The researchers studied three family factors--demographics, domestic labor, and relationship--that were thought to impact workplace functioning. The demographic variables consisted of income, education, work hours, and presence of preschool children. Domestic labor was measured by number of housework hours, emotion work, and status enhancement. Emotion work is referred to as "managing or enhancing the psychological needs of family members" (p. 246). Status enhancement is defined as "behaviors that enhance the work experiences and career development of one's partner" (p. 246). Relationship satisfaction and family cohesion were also measured. Family cohesion was described as a couple's commitment to the family and each member's well-being. The sample consisted of an unspecified number of cohabitating couples that were part of another ongoing project. Marital status was not determined. Each partner was asked to complete a written questionnaire independently of their

partner. The demographic variables did not significantly affect positive or negative spillover. As for domestic labor, emotion work was found to significantly impact spillover for men and women but status enhancement was only positively associated with spillover for men. In addition, women reported higher family to work spillover when housework labor satisfaction was high. Family cohesion was found to positively impact spillover for men and women but relationship satisfaction was only significant for men.

Coping With Stressors in Newlywed Couples

There is a wide body of research on the stresses associated with combining work/career and family (Becker & Moen, 1999; Bird & Schnurman-Crook, 2005). However, many of the coping strategies that have been studied are individually employed attempts to reduce stress, conflict, and role overload (Stanfield, 1998). Researchers have made the argument that because spouses are interdependent, results gained from individual coping studies can be generalized to relational outcomes (Bird & Schnurman-Crook, 2005; Tallman & Hsiao, 2004). That is, what one spouse does to rectify a problem or reduce stress will impact the other spouse and the marriage. However, in order for a strategy to be effective, steps and solutions must be designed with both partners wants and needs in mind (Carter & Carter, 1995). Other studies that have examined coping behaviors in the home and workplace found that some coping strategies are implemented in both domains while others are domain specific (Becker & Moen; Haddock et al., 2001). However, some of these category specific coping behaviors are not mutually exclusive. Oftentimes, a strategy used to reduce stress in one area impacts the other area. For instance, a common tactic women use to manage work place demands is setting time boundaries (Haddock et al., 2001). A woman who specifies and sticks to a predetermined set of working hours a week may find her home life stresses have improved by her increased time at home. In addition, there appear to be gender differences in coping styles. Men are found to use more problem-solving

proactive behaviors and women more emotion-focused behaviors in times of stress (Tamres et al., 2002).

Many researchers have attempted to discover how two earner families make it work. That is, they want to know how dual-earner/dual-career couples keep a balance between work and family while succeeding at both. Some studies have examined individual strategies used to maintain or regain balance whereas others have sought to focus on relational techniques employed to manage work-family issues. Still, others question the existence of a dual-career lifestyle opting instead for support of a one career one job arrangement.

There is some research that suggests dual-career couples are rare and only exist at certain points during a couple's life course. For instance, Becker and Moen (1999) found that most dual-career couples, that is, couples where both spouses were dedicated to enhancing their career status, were young, childless couples. However, this status changed when children entered the picture. Also, women were found to make most of the career sacrifices throughout the life course. In this qualitative study of 100 dual-earner couples at various stages in the lifespan, researchers examined individual and relational strategies employed to maintain a two earner lifestyle. The three strategies often utilized were placing limits, one job-one career, and trading off. Two thirds of the women in the study described setting boundaries at work such as limiting number of hours worked. Both men and women talked about refusing job promotions or changing jobs when work demands began infringing upon family time. Other couples (40%) described their two earner status as consisting of one career and one job. Two thirds reported that the husband held the career and the wife held a job. This arrangement was maintained regardless of age or presence of children residing in the home. One third of couples engaged in trading off. That is, these spouses took turns employing the other two strategies. Depending upon the life

stage, many couples switched job and career status. For instance, one woman put her career on hold while her husband finished graduate school and secured a job. She then returned to pursuing a career.

Unlike the previous study, other researchers have found these couples to be engaging in more relational strategies to manage family and work. In a study by Haddock et al. (2001), they found both spouses to be equally invested in family and work and employed strategies that promoted both spouses and the families well-being. In this qualitative study of 47 dual-earner couples, researchers investigated the adaptive strategies of dual-earner couples that were successfully managing family and work. Ten major strategies were found: valuing family, striving for partnership, deriving meaning from work, maintaining work boundaries, focusing and producing at work, taking pride in dual-earning, prioritizing family fun, living simply, making decisions proactively, and valuing time. Forty six couples reported family as their top priority. These couples reported establishing family activities weekly and sacrificing at work to maintain time spent with family. Forty five couples attributed part of their success to establishing an equal partnership in their relationship. These couples reported dividing up the housework more fairly, making decisions as a team, and providing support and encouragement to each other. Forty two couples report that enjoyment in their profession boosted their energy and positively affected their lives. They discussed the importance of being productive and deriving meaning from their work while setting and maintaining work boundaries. Many couples (43) took pride in their dual-earner status and felt that it had a positive impact on all family members. Another strategy these couples utilized was managing time spent at work and home. Some couples structured their days and activities in order to maximize meaningful time spent with family. In

sum, couples who employed relational strategies and worked together to achieve personal and family goals reported satisfaction from living a dual-earner lifestyle.

In a later study by Zimmerman et al. (2003), these researchers focused extensively on the importance of maintaining a working marital partnership to enhance family-work success. Drawing from quantitative and qualitative data gathered from their previous study, these researchers examined the division of household labor, childcare, decision-making, finances, emotion work, and career goals and priorities. These couples felt that both spouses were responsible for housework and divided up chores based on this belief. One strategy employed was developing rules for specific household tasks, such as if one cooks, the other cleans up. Joint decision making was another key ingredient to these couples success. This involved being able to freely express their opinions, maintaining an open dialogue, negotiating, and compromising. Since both spouses contributed to the family income, it was important that both spouses felt that they had equal access to and say so over finances. Some couples made agreements on the way money would be spent. For instance, one couple stated they did not make big purchases without consulting the other first. Lastly, these couples developed strategies that supported personal and professional goals while maintaining an intimate relationship.

A qualitative study by Bird and Schnurman-Crook (2005) identified four coping patterns and two coping strategies employed by the 15 dual-career couples in their study. The investigators were interested in gaining a broad picture of how individuals and couples cope with family and career stressors. In this study, family and career stresses were identified and examined separately. The coping patterns consisted of two individual coping efforts and were classified as problem or emotion focused, dyadic, and communal. Over half of the couples reported applying a problem solving approach to reduce work stressors. Problems were tackled

by breaking them down into smaller, more manageable components. Other behavioral strategies employed were working harder to meet career needs and adding hours to their workday (i.e., getting up earlier, working through lunch). However, the latter finding is not consistent with previous research in this area. Researchers have found that when work stress becomes too high, couples, particularly women, reduce their involvement in this arena (Becker & Moen, 1999; Haddock et al., 2001).

Individuals also approach work stressors by using emotion-focused strategies. Both women and men in the Bird and Schnurman-Crook (2005) study listed fellow employees work output as a prominent stressor. In order to resolve this frustration, both men and women reported having to learn to accept colleagues and coworkers limitations. Even though men and women agreed that acceptance was key to coping with coworkers' low work effort, they differed in how they react to these inequities (Bird & Schnurman-Crook). Studies have found gender differences in the way men and women think about and respond to conflict (Christensen & Heavey, 1990; Gottman, 1994; Paden & Buehler, 1995). In the workplace, as in other areas in life, women are more likely to vocalize their discontent than their male counterparts. Men, on the other hand, deal with workplace frustrations by confronting the problem head on or withdrawing (Gottman, 1994; Bird & Schnurman-Crook; Paden & Buehler).

Another strategy used by men and women to manage workplace stressors is cognitive restructuring (Bird & Schnurman-Crook, 2005; Carter & Carter, 1995; Paden & Buehler, 1995). Cognitive restructuring is "an individual's attempt to redefine stressful, negative situations as neutral or positive experiences" (Paden & Buehler, p.103). In order to cope with a less than ideal working environment, then, individuals need to examine and change their beliefs and attitudes toward the stressful situation. Similarly, positive self-talk is another cognitive strategy used to

combat workplace stressors. This type of talk is mostly utilized by women and consists of repeated statements that boost esteem and allow an individual to overcome paralyzing stress (Tamres et al., 2002).

Dual-Career Lifestyle and Marital Satisfaction

In studying the affects of a dual-career lifestyle on marital functioning, researchers have assessed constructs such as marital satisfaction (Faulkner et al., 2005; Wilkie et al., 1998), marital quality (Barnett, Marshall, & Pleck, 1992; Rogers & May, 2003), marital happiness (Veroff et al., 1998) and marital adjustment (Burley, 1995). To assess the affects of a dual-career lifestyle on work functioning, researchers have studied concepts such as job role quality (Barnett 1994; Marshall & Barnett, 1993) and job satisfaction (Rogers & May).

The link between marital quality and job satisfaction was explored in a study by Rogers and May (2003). The data for this article was derived from a 12 year longitudinal study that examined marital instability. Two measures, marital quality (marital satisfaction and discord) and job satisfaction were assessed at 4 points (1980, 1983, 1988, 1992). Specifically, the researchers wanted to know if marital quality and job satisfaction were related over the long run, which domain was more influential, and if the results varied by gender. The sample used in this study consisted of 1,065 married individuals that were under 55 years of age that were employed consecutively over two time periods. Some data from the original study of 2,034 individuals were excluded because they did not meet the study's criteria. The researchers found that, overall, marital quality was related to job satisfaction over the periods examined. Specifically, changes in marital satisfaction were significantly related to changes in job satisfaction at three of the four periods assessed. Marital discord was found to impact job satisfaction in 1988 and 1992. Job satisfaction was only significantly related to marital satisfaction and discord in 1983. Secondly, it was determined that marital quality had a larger influence on job satisfaction than vice versa.

Lastly, there was no gender differences in the processes studied. This study demonstrates that there are spillover processes at play between marital quality and job satisfaction but only in a broad sense.

Another study by Barnett (1994) studied the moderating effects of marital role quality on the relationship between job role quality and psychological distress. The sample for this study included 300 women involved in dual-earner relationships. All participants were employed full time and sixty percent had children. The average age of the women in the study was 34.21. Barnett found that marital experiences affected the relationship between job satisfaction and distress. When marital quality is low, women's distress levels were greatly influenced by job satisfaction. If the quality of the marital relationship was reported as high, problems or stresses in the job arena were not shown to significantly affect distress levels.

Research has also focused on gender differences on reported levels of marital satisfaction. Studies have found that women who hold nontraditional roles and beliefs and do the majority of the household chores report being less satisfied with their marriages than their more traditional counterparts (Greenstein, 1995). Similarly, employed women who assume the bulk of domestic work frequently report lower levels of marital satisfaction (Faulkner et al., 2005). Hochschild (1989) labeled this second set of responsibilities that women fulfill as "the second shift." In a study conducted in 1989, she examined the division of domestic work in 50-dual-earner couples. She divided husbands into one of three groups--sharing, moderate, little--depending on their involvement in housework and child care tasks. Husbands who participated in 45-55% of the work were considered equal contributors, while those who contributed under 30% fell into the little help category. Next, she divided these men into three groups--traditional, transitional, egalitarian--based on their beliefs concerning spousal roles and the division of domestic labor. Of

the traditional men, 22% shared responsibilities equally, 44% helped moderately, and 33% did little. Transitional men shared equally in the work 3% of the time, moderately 10%, and the majority (87%) helped minimally. Of the egalitarian men surveyed, 70% were reported to contribute equally to the domestic tasks while the remaining 30% helped moderately. When these groups were combined, only 18% of husbands were found to contribute substantially to the domestic work. It is important to note that this study examined the division of domestic labor among dual-earner couples not dual-career couples specifically.

A recent study by Cast and Bird (2005) examined the division of domestic and paid labor among egalitarian and nonegalitarian couples. The researchers hypothesized that the more egalitarian the couple, the more each would engage in nontraditional gender role tasks. That is, when spouses view each other as equals in the marriage, and do not adhere to traditional gender roles, the more involved men would be in household labor and women in paid work. The researchers found that men and women who held egalitarian values perceived their spouses as contributing significantly to nontraditional tasks. However, perception did not imply the equal division of labor. When asked how much time each spent doing the traditional and nontraditional tasks, men still reported doing less housework than women while women worked 7 paid hours less a week than men. In addition, the researchers noted two other trends in the data. First, as the number of hours spent in paid labor increased, the less time men devoted to domestic chores. This did not hold true for women. In fact, as the study progressed, women's participation in paid work decreased but the reported time spent fulfilling household tasks increased. This study demonstrates that egalitarian couples perceive a more equal division of labor even though actual time spent engaging in the two tasks (paid and household labor) were unequal and divided among gender role lines.

Other researchers have found that one spouse doing more housework than the other is not necessarily unfair or unequal (Cast & Bird, 2005; Rosenbluth et al., 1998; Wilkie, Ferree, & Ratcliff, 1998). In a study by Rosenbluth et al., they interviewed spouses of dual-career couples. Sixty four percent of the spouses commented that their perception of fairness with regards to the division of domestic labor depended upon a variety of factors. Before they judged the division of domestic tasks as being unequal, these spouses assessed the career demands of both partners, each partners' contributions to the marriage, and personal choice and sources of satisfaction. In this study, 65% of the women and 43% of the men viewed women as assuming the primary homemaker role. Similarly, in a study by Marshall and Barnett (1993), the division of household labor was not significantly associated with work-family gains or strains for males or females without children.

Summary

The literature is full of studies that attempt to examine the lifestyles of dual-earner and, to a lesser extent, the dual-career couple subgroup. The newlywed dual-career couple is a subgroup of the larger population of dual-earner couples. Researchers have proposed several individual and relational characteristics that distinguish dual-career couples from two income households. The literature continues to demonstrate the use of multiple definitions when studying this couple type. In addition, research on this group (specifically newly married, career oriented, with no children) is sparse. Several qualitative studies have been conducted in an attempt to explore the lives of newlywed, dual-employed couples, but few in depth studies have been devoted to exploring the marriage-career interface. The significance of studying this group of couples is evidenced by the research on the early years of marriage as predictors of marital stability, happiness, and divorce (Carrere et al., 2000). A brief review of the literature on marital adjustment and contentment during the early years of marriage was presented followed by a

discussion on communication, commitment, and conflict in marital relationships. The next section of the review outlined previous research findings on the challenges and benefits and gains and strains of a dual-career lifestyle on spouses and their marital relationship. Lastly, the identification and use of specific coping strategies was described and the impact of managing career and marriage on marital satisfaction was presented.

CHAPTER 3 METHODOLOGY

Statement of Purpose

The purpose of this study was to investigate the benefits and challenges newlywed dual-career couples experience during the first five years of marriage and its influence on career and marital satisfaction. Seven primary variables comprised the focus of this study including (a) the presence and type of challenges associated with career and marriage, (b) benefits of combining career and marriage, (c) buffering effects of marital life on career (d) strategies that contribute to the balance and imbalance of career and marriage, (e) partners' level of marital satisfaction, (f) partners' level of career satisfaction, (g) gender differences in responses and experiences on the predictor and criterion variables. In this chapter, the research design, variables, instrumentation, sample, sample selection procedures, data collection procedures, and the study's hypotheses are described and discussed.

Research Design and Relevant Variables

A survey design using correlational and general linear equation methods was used in this study. Two regression analyses were utilized to examine the research questions. In the first analysis, the predictor variables were challenges, benefits, buffers, strategies, career satisfaction, and gender and was measured using the Work-Family Strains and Gains Scale, Positive Family-to-Work Spillover Index, Coping Strategies Scale, and Brayfield-Rothe Job Satisfaction Index. The criterion variable, marital satisfaction, was measured using the Locke-Wallace Marital Adjustment Test. In the second analysis, the predictor variables included challenges, benefits, buffers, strategies, gender, and marital satisfaction. The criterion variable was career satisfaction. A gender by variable interaction was employed in both models to determine gender differences.

Instrumentation and Operationalized Variables

Multiple scales were combined to address different aspects of the research questions. The instruments used in this study include, the Work-Family Strains and Gains Scale (Marshall & Barnett, 1993; see Appendix A and B), the Positive Family-to-Work Spillover Index (Stevens et al., 2007; see Appendix C), Coping Strategies Scale (Kirchmeyer, 1993; see Appendix D), the Locke-Wallace Marital Adjustment Test (LWMAT; Locke & Wallace, 1959; see Appendix E), the Brayfield-Rothe Job Satisfaction Index (Brayfield & Rothe, 1951; see Appendix F), and a demographic questionnaire (see Appendix G).

Career-Marriage Challenges

As noted in the literature review, balancing work and family was one of the most frequently reported problems by both partners in newlywed couples (Center for Marriage and Family, 2000; Schramm et al., 2005). Previous research has noted several career-marriage challenges that often arise when stress exists in one or both domains (Viers & Prouty, 2001). The Work-Family Strains subscale (Marshall & Barnett, 1993) encompasses many of the challenges of a dual-career lifestyle and was used to measure the impact of career on marriage and vice versa. The Work-Family Strains subscale is composed of 7 items taken from Wortman, Biernat, and Lang (1991) that measures the spillover effects of stress from one domain to the other. Two additional items were taken from a study by Barnett and Baruch (1985) to measure multiple role conflict and overload. Items for the Work-Family Strains scale were devised from open-ended interviews with 300 couples where both partners were employed full-time in an outside occupation. The Work-Family Strains subscale utilizes a 4-point Likert-type scale that asks participants to respond to the seven items by indicating if the statement is 1 = “not at all true” to 4 = “extremely true.” Examples of items on this subscale include “when you spend time with your family, you’re bothered by all the things at work that you should be doing,” and “because of

your family responsibilities, you have to turn down work activities that you would prefer to take on.” In this study, some of the wording in the items was changed to reflect work-marriage challenges. For instance, the above sample items were changed to “when you spend time with your spouse, you’re bothered by all the things at work that you should be doing” and “because of your marital responsibilities, you have to turn down work activities that you prefer to take on.” In addition, the work-family strains subscale incorporates two additional items that measure multiple role overload and conflict. Respondents are asked to rate statements on a 4-point scale with 1 = “never” to 4 = very often.” Scores for the total subscale range from 9 to 36 with higher scores indicating more perceived work-family strain. Cronbach’s alpha for this subscale is 0.78 for men and 0.81 for women. Similarly, Haddock and Rattenborg (2003) provided additional support for the reliability of the Work-Family Strains scale. In their study, Cronbach’s alpha was 0.75 for husbands and .80 for women.

Career-Marriage Benefits

Marshall and Barnett’s (1993) Work-Family Strains and Gains scales are composed of many measures that explore multiple areas of stress and support associated with dual-earner families. The Work-Family Gains was used to measure the benefits of combining work and marriage.

The Multiple Role Strains and Role Gains (Marshall & Barnett, 1991) was an early instrument developed to assess employed mothers work-family gains and strains. The data for this analysis came from the first year of a 3 year longitudinal study of 403 women employed at least part time as social workers or licensed practical nurses (LPNs). In this particular study, only employed mothers (n = 229) were surveyed. Participants were asked to respond using a 4-point Likert-type scale (1 = not at all true to 4 = extremely true) how applicable the given statements were for them. The Multiple Gains scale consists of 4 items and includes items such as “the

money you make contributes to a better life for your children” and “working makes you a better mother.” The Multiple Role Strains scale measures the impact of employment on children and is comprised of five items that include statements such as “your work interferes with your time with your children,” “working creates strains for your children,” and “your children resent the fact that you work.” Cronbach’s alpha is 0.56 for the gains scale and .83 for the strains scale.

The Work-Family Gains subscale consists of seven items that measures positive gains that result from combining work and family roles (Marshall & Barnett, 1993). Items for this instrument were formulated from open-ended interviews with 403 women that were working at least part time as social workers or licensed practical nurses (LPNs; Marshall & Barnett, 1991). In this wave of the study, researchers interviewed 300 dual-earner couples employed full-time in the workforce. Participants were each given a survey asking them to rate the following statements on a scale of 1 = “not at all true” to 4 = “very true”: “having both work and family responsibilities: makes you a more well-rounded person, means you manage your time better, and managing work and family responsibilities as well as you do makes you feel competent” (Marshall & Barnett, 1993, p. 77). The item wording was adapted in the present study to assess work-marriage benefits. For instance, “having both work and family responsibilities” was changed to “having both work and marital responsibilities.” Possible scores on this measure range from 7 to 28 with higher scores indicating greater perceived work-family gains. Cronbach’s alpha for this scale is 0.85 for men and 0.86 for women. A study conducted by Haddock and Rattenborg (2003) provided additional support for the initial Work-Family Gains subscale reliability coefficients. In this study, Cronbach’s alpha was 0.82 for wives and .90 for husbands.

Buffering Effects: Career-Marriage

The Positive Family-to-Work Spillover Index (Stevens et al., 2007) is a nine item Likert-type instrument that measures the impact of family to work spillover. The measure was adapted from a 15 item scale developed by Kirchmeyer (1992, 1993) that was designed to assess positive nonwork-to-work spillover. Items from this initial scale were developed from Sieber's (1974) four outcomes of role accumulation and past studies (see Crouter, 1984; Piotrkowski, 1979) that document workers personal experiences with spillover. In this study, 479 respondents were asked to indicate on a six point Likert-type scale (1 = strongly disagree, 6 = strongly agree) their degree of agreement with the listed statements. Respondents were asked to rate their involvement in three nonwork domains--parenting, community, and recreational. Sample items include "being a parent helps me understand the people at work better," "being involved in the community gives me support so I can face the difficulties of work," and "being involved in recreation/hobby groups improves my image at work." Cronbach's alphas for the parenting, community, and recreation domains were 0.90, 0.87, and 0.89 (Kirchmeyer, 1992). Stevens et al. (2007) employed and adapted 9 of the 15 statements to assess the family's impact on work functioning. A sample of 156 coresidential, dual-employed couples were asked to indicate on a 4-point Likert-type scale (1 = strongly disagree, 4 = strongly agree) their level of agreement or disagreement with the 9 statements. Scores range from 9 to 36 with higher scores indicating higher levels of spillover. Alpha reliability coefficients for the scale are 0.81 for women and 0.77 for men. In this study, the wording was changed to reflect marriage to work spillover. For instance, instead of "my family helps me to forget the problems at work" the instrument wording was changed to read "my spouse helps me to forget the problems at work." Another example, "my family gives me ideas that can be used at work" was reworded to "my spouse gives me ideas that can be used at work."

Strategies Contributing to Balance/Imbalance

Kirchmeyer's (1993) Coping Strategies Scale is an index that measures 16 strategies individuals utilize to cope with role conflicts. Items for this instrument were taken from Hall's (1972) study on working women and coping strategies. In this study, Hall asked college educated, working women "how do (did) you attempt to deal with these conflicts?" (Hall, p. 475). Based on their responses, 16 coping strategies were identified, analyzed, coded, and placed in one of three general coping categories--structural role redefinition, personal role redefinition, and reactive role behavior. Structural role definition strategies include reducing or eliminating role activities while maintaining roles and attempting to change other's expectations. Personal role redefinition involves changing personal attitudes and behaviors in order to reduce role conflict. Lastly, reactive role behavior seeks to find ways to satisfy all demands (Hall; Kirchmeyer 1993). In a study by Kirchmeyer (1993), 221 individuals were asked to think about how they manage the multiple roles in their life and indicate on a 4-point Likert-type scale (1 = not typical of me, 4 = very typical) how typical each strategy is to their approach to managing these roles. The researchers were interested in discovering what coping strategies people considered most effective. In other words, they were not focused on the number of strategies used but the frequency of reported strategies. A factor analysis was performed on the coping strategies to determine underlying dimensions. Eight of the 16 items loaded on the dominant factor and spanned across Hall's three types. Internal reliability for the eight coping strategies was 0.76. Examples of strategies include "overlap different roles whenever possible" and "increase my efficiency by scheduling and organizing role activities carefully." Additional support for the reliability of the eight item scale was supported in a later study by Kirchmeyer and Cohen (1999). In this study, Cronbach's alpha was 0.73. In the present study, the item examples (not the strategies) were adapted to reflect work and marital roles. For instance,

“overlap different roles whenever possible (such as participating in a sport that my kids enjoy)” was amended to say “overlap different roles whenever possible (participating in a hobby that my spouse enjoys).”

Marital Satisfaction

Marital satisfaction was measured using the Locke-Wallace Marital Adjustment Test (LWMAT; Lock & Wallace, 1959). The LWMAT is one of the most widely used measures of marital adjustment (Spangenberg & Theron, 1999). Marital adjustment is defined as “the accommodation of partners to each other at any given time” (Fischer & Corcoran, 2007, p. 128). However, the instrument has also been used to evaluate marital satisfaction (e.g., Addis & Bernard, 2002; Kosek, 1996). The LWMAT is a 15-item self-report instrument that measures agreement/ disagreement between spouses on a number of issues and relationship style. Example items include “handling family finances,” “philosophy of life,” and “demonstration of affection.” Initial normative data was gathered on a sample of 236 predominantly white married couples. In this sample, the mean score for “adjusted” respondents was determined to be 135.9, whereas the mean score for maladjustment was 71.7 (Fischer & Corcoran, p. 128). Scores range from 2 to 158, with a score of 100 and below indicating maladjustment. In addition, some items are scored more heavily than others. For example, a score of 8 is given to spouses that “always agree” on “demonstration of affection” but only receive 5 points for “always agreeing” on “philosophy of life.” Internal consistency was estimated using the Spearman-Brown formula and yielded a correlation of 0.90. The instrument also has good concurrent, discriminate, and convergent validity (Fischer & Corcoran; Spangenberg & Theron).

Career Satisfaction

The Brayfield-Rothe Job Satisfaction Index (BRJSI; Brayfield & Rothe, 1951) is a widely used instrument that measures an individual’s job satisfaction. For the purposes of this study, the

BRJSI was used as an assessment of career satisfaction. The construction of the scale items was modeled after Thurston's attitude scaling techniques (Goode, 1960). After statements had been chosen for consideration, scale and Q values were computed. An initial scale of 18 items was developed, given to 10 female workers, and tested using Thurston's methodical suggestions. The resulting Spearman-Brown coefficient was 0.48. The author then decided to use Likert's scoring methods and developed a second scale. After consultation with peers, nine items were replaced. The new 18 item 5 point Likert-type scale was administered to 8 additional females. The Spearman-Brown coefficient for the revised scale was 0.77.

The BRJSI was given to 231 females employed in office-type positions. Respondents were asked to indicate on a scale from 1 (strongly agree) to 5 (strongly disagree) how they felt about their present job. Sample items include "my job is like a hobby to me" and "I am often bored with my job." Scores for this population ranged from 35-87, with a mean of 63.8 and standard deviation of 9.4. An odd-even product moment reliability coefficient was calculated (0.77) and was corrected using the Spearman-Brown formula. The resulting reliability coefficient was 0.87. The authors cited face validity, small Q values among statements, and conducted additional studies with various populations to support the instrument's validity. Scores for this instrument range from 18-90 with 54 signifying a neutral point. Lower scores indicate job dissatisfaction. Scoring includes both positive and negative items and has reversed scoring. The nine positive (satisfied) items include: 1, 2, 5, 7, 9, 12, 13, 15, and 17 and are scored 5 to 1, whereas the remaining nine items (negative or dissatisfied) are scored from 1 to 5.

Description of the Population and Sample

A convenience sample for this study was drawn from the population of newlywed dual-career individuals. Exact statistics on the number of dual-career couples is hard to estimate. This is partially due to the lack of distinction in the national database between dual-earners and dual-

careers. The U.S. Census Bureau acknowledges the distinction between these two groups but does not gather information on them separately. The statistics reported, then, are a combination of both dual-earner and dual-career couples. However, Wilcox-Matthew and Minor (1989) estimated the number of dual-career couples to be around 3.3 million in 1983. Since more women are obtaining masters degrees (Peoples, 2005), this number has likely increased substantially.

In the United States, 62% of the 2.2 million marriages in 2003 were first marriages. Current median age at first marriage for men and women is 27 and 25 respectively (Kreider, 2005).

Sample Selection Procedures

This study's participants consisted of 122 newlywed individuals. Participants were informed that to be eligible for the study, they and their spouse must meet the following criteria: be in their first marriage; have been married between 1-5 years; have both spouses employed full time in professional occupations; have both spouses working in their career field for at least 1 year; and have no children. However, post data collection, criteria was changed to include respondents that had taken the survey but had been married less than 1 year.

Participants were solicited through three venues. Requests were posted in several Internet bulletin boards including forums designed for newlyweds, married individuals, and career professionals. Secondly, faculty members from counselor education programs were emailed and asked to forward the study information to their counselor education listservs. In addition, a request for participation in the study was posted to a national counselor education listserv.

Participants

A total of 136 participants started the survey. However, 11 participants (8 females, 2 males, 1 unknown) did not complete the survey. Of those 11, 1 began the survey but did not fill

in any information, 5 stopped after filling out the demographic section, and 2 did not take the coping, marital satisfaction, or job satisfaction scales. One participant did not fill out the marital satisfaction and job satisfaction scales. The 2 remaining participants did not take the job satisfaction survey. In addition, 3 participants' data (2 males, 1 female) were not included because their reported length of marriage exceeded the 5 year (60 month) cutoff. Two males reported being married for 132 and 72 months and one female reported a marriage length of 90 months. Consequently, these participants were excluded from the analyses.

The participants for this study included 122 married individuals. All participants completed an internet-based survey.

Participants' Gender, Ages, and Length of Marriage

This study's participants consisted of 122 married individuals. Within this sample, 97 respondents were female and 25 were male. The participants age ranged from 20 to 45. The average age for women was 29.24 with a median age of 29. Two men reported an age of 1 and 2. These two responses were excluded from computing the descriptive data for age. The average age for men was 28.91, with a median age of 28. The length of the participants' marriages was calculated based on reported length in months. Participants were asked to round up to the next month if they were 2 weeks into the next month. Similarly, respondents were asked to round down if they were less than 2 weeks into the next month. To demonstrate the instructions, participants were given the following example: "For instance, 12 months and 2 weeks would be rounded up to 13 months. In contrast, 12 months and 1 week would remain 12 months." The participants in this study had been married for an average length of 26.93 months, with a median marriage length of 23.50 months (see Table 3-1).

Ethnicity

This study's sample was primarily Caucasian (86.1%). Of the remaining participants, 3 (2.5%) were African-American, 4 (3.3%) were Hispanic, 1 (.8%) were Native American, and 5 (4.1%) were Asian or Pacific Islander, and 4 (3.3%) were Bi-racial or Bi-ethnic. An "other" category was included to encompass participants that did not identify with the other ethnic categories. None of the participants chose the "other" category (see Table 3-2).

Education Level

More than 85% of the sample reported attaining at least a Bachelor's degree, with more than 50% of the participants obtaining a master's degree or higher (see Table 3-3). Participants also reported their spouses' educational attainment. More than 71% of participants' spouses had at least a bachelor's degree, with over 28% having obtained a master's degree or higher. Four participants (3.3%) and 6 spouses (4.9%) reported achieving an Associate's degree and 8 participants (6.6%) and 21 spouses (17.2%) had completed their education with a high school diploma. In addition, 3 (2.5%) participants and 3 (2.5%) spouses received specialized training from trade schools. An "other" category was added for those participants and spouses that obtained higher education that was not listed. Three (2.5%) respondents and 5 (4.1%) spouses reported their highest level of education did not fall into one of the listed categories.

Professional Field

The participants came from a wide range of professional backgrounds (see Table 3-4). Participants were asked to type in their professional field. Some of the career fields represented were accounting, administration, education, computers, counseling, entertainment, engineering, information technology, law, military, and psychology.

Household Income

The participants reported a wide range of annual household incomes (see Table 3-5). Out of 122 participants, 109 responded to the question. Participants were asked to type in their numerical earnings. Most participants reported a household income that exceeded \$100,000 (33.94%). Only 1 (0.91%) participant reported an income of less than \$20,000.

Data Collection Procedures

Approval from the University of Florida's Institutional Review Board was obtained prior to the study's commencement. Participants also provided informed consent subsequent to starting the survey (Appendix H).

The compilation of surveys used in this investigation was piloted on 10 newlywed females prior to advertising and collecting data for the study. Pilot participants were asked to take the Internet-based survey and provide feedback on the clarity of the survey instruments and instructions. No one reported any difficulties completing the survey or understanding the directions. They report completing the survey in less than 15 minutes. After receiving feedback from the pilot sample, the survey was administered to the individuals in the study sample.

All participants took an Internet-based survey. A portion of the informed consent and a direct link to the survey was used to solicit participation. A few participants emailed the researcher to request additional information about the study prior to participating. The researcher responded to the inquiries by email as no other contact information was provided. The Internet based informed consent and survey was accessible through a link that directed the participants to Survey Monkey. Survey Monkey is a password protected internet program designed to collect and analyze data. Once directed to the site, participants were taken to the informed consent then asked to complete the survey which is hosted on a private server. The utilization of a private server and password protected access ensures the confidentiality of respondents' answers.

Research Questions and Null Hypotheses

This study addressed the following research questions and null hypotheses:

1. What is the relationship between career, challenges, benefits, buffers, strategies, and gender and marital satisfaction?
 - **H1.** There is no significant relationship between career, challenges, benefits, buffers, strategies, and gender on marital satisfaction.
 - **H2.** There is no significant interaction between gender and career, challenges, benefits, buffers, and strategies on marital satisfaction.
2. What is the relationship between marriage, challenges, benefits, buffers, strategies, and gender and career satisfaction?
 - **H3.** There is no significant relationship between marriage, challenges, benefits, buffers, strategies, and gender on career satisfaction.
 - **H4.** There is no significant interaction between gender and marriage, challenges, benefits, buffers, and strategies on career satisfaction.

Table 3-1. Participants' age and length of marriage

	Mean	Median	SD	Range	
				Low	High
Womens' age (in years)	29.24	29.00	4.48	20	45
Mens' age (in years)	28.91	28.00	3.32	24	39
Length of marriage (in months)	26.93	23.50	15.46	1	60

Table 3-2. Participants' ethnicity

Race/Ethnicity	Frequency (<i>f</i>)	Percent (%)	Cumulative <i>f</i>	Cumulative %
African American/Black	3	2.5	108	88.5
Asian or Pacific Islander	5	4.1	118	96.7
Bi-racial/Bi-ethnic	4	3.3	122	100.0
Caucasian/White	105	86.1	105	86.1
Hispanic/Latino/Latina	4	3.3	112	91.8
Native-American	1	0.8	113	92.6

Table 3-3. Participants' and spouses' highest educational level completed

Education	Frequency (<i>f</i>)		Percent (%)		Cumulative <i>f</i>		Cumulative %	
	P	S	P	S	P	S	P	S
High school	8	21	6.6	17.2	8	21	6.6	17.2
Associate's	4	6	3.3	4.9	12	27	9.8	22.1
Bachelor's	42	52	34.4	42.6	54	79	44.3	64.8
Master's	48	24	39.3	19.7	102	103	83.6	84.4
Ph.D., Ed.D., Psy.D.	13	6	10.7	4.9	115	109	94.3	89.3
JD	1	4	0.8	3.3	116	113	95.1	92.6
MD	0	1	0.0	0.8	116	114	95.1	93.4
Trade school	3	3	2.5	2.5	119	117	97.5	95.9
Other	3	5	2.5	4.1	122	122	100.0	100.0

Table 3-4. Participants' professional field

Professional field	Frequency (<i>f</i>)	Percent (%)	Cumulative <i>f</i>	Cumulative %
Administration	6	4.92	6	4.92
Accounting	2	1.64	8	6.56
Advertising/Marketing	3	2.46	11	9.02
Arts/Entertainment	3	2.46	14	11.48
Child services	2	1.64	16	13.12
Counseling/Consulting	33	27.05	49	40.17
Computers	4	3.28	53	43.45
Education/Research	20	16.39	73	59.84
Engineering	3	2.46	76	62.30
Government/Military	5	4.10	81	66.40
Healthcare	3	2.46	84	68.86
Information Technology	5	4.10	89	72.96
Law	5	4.10	94	77.06
Psychology	13	10.66	107	87.72
Science	3	2.46	110	90.18
Other	12	9.84	122	100.00

Table 3-5. Participants' reported household income

Income	Frequency (<i>f</i>)	Percent (%)	Cumulative <i>f</i>	Cumulative %
Under \$19,999	1	0.82	1	0.82
\$20,000-29,999	2	1.64	3	2.46
\$30,000-39,999	7	5.74	10	8.20
\$40,000-49,999	1	0.82	11	9.02
\$50,000-59,999	8	6.56	19	15.58
\$60,000-69,999	9	7.38	28	22.96
\$70,000-79,999	14	11.48	42	34.44
\$80,000-89,999	19	15.57	61	50.01
\$90,000-99,999	11	9.02	72	59.03
Over \$100,000	37	30.33	109	89.36
No response	13	10.66	122	100.00

CHAPTER 4 RESULTS

The purpose of this study was to explore the relationships between marital and career satisfaction with five additional individual and workplace variables for newlywed couples, including (a) the challenges associated with combining marriage and career, (b) the benefits of combining marriage and career, (c) the buffering effects of marital life on career (d) strategies that contribute to the balance/imbalance of managing marriage and career, (e) spouses' level of marital satisfaction, (f) spouses' level of career satisfaction, and (g) gender differences in responses on all variables. In this chapter, results from a survey of 122 newlywed individuals are presented. First, methods used to analyze the data are explained. Next, sample demographics will be described followed by measurement reliabilities, sample descriptives, and general correlations. Lastly, the study's four hypotheses are addressed through the results of regression analyses.

Data Analysis Procedures

Survey data were analyzed through two multiple regression analyses. In multiple regression analysis, the relationship between a variable and a combination of linear variables is examined. This analysis allows researchers to make predictions on a dependent variable from a set of independent variables. In addition, to assess the effects of a categorical variable on the predictor variables an interaction model was employed. If the model was found to be nonsignificant the interaction term would be taken out and the analyses rerun.

Description of the Data

The survey used in our study consisted of six previously established measures and a demographic questionnaire. The descriptive statistics for each of the measures are described below. The results of the demographic questionnaire were discussed in Chapter 3. A select group

of demographics are presented below. The frequencies and percentages for the study's categorical demographic variables are listed in Table 4-1. The means, standard deviations, and ranges for the study's continuous demographic variables are listed in Table 4-2. Descriptive statistics for the study's variables are listed in Table 4-3 and descriptive statistics for the study's variables by gender is listed in Table 4-4.

The descriptive statistics generated from the Work-Family Strains and Gains scales cannot be compared to findings from previous research. Marshall and Bennett (1993), the survey's authors, did not provide descriptive statistics for the sample of men and women without children in their study. However, descriptives were presented by gender for each of the subscales. Therefore, the subsample of women with children was grouped with the subsample of childless women. Similarly, the subgroup of fathers was grouped with the subsample of childless men. In addition, the means presented were the mean per-item score (total score divided by the number of items). In this study, the mean score for the sample of newlywed individuals was 17.93 for the Work-Family Strains scale within a possible range of 9 to 36. The mean score for the Work-Family Gains Scale was 21.75 within a range of 7 to 28. The ranges utilized in this study were identical to the ranges developed by Marshall and Bennett (1993) for the two measures.

Positive family-to-work spillover scores could range from 9 to 36 with higher scores indicating higher levels of positive spillover. The average level of positive spillover in Stevens et al. (2007), was 25.09 for men and 25.10 for women with standard deviations of 3.67 and 4.15. In this study, the average score for men ($M = 25.04$) was comparable with the authors' findings. The standard deviation for men ($SD = 4.33$) was a little higher than what was found in the original study. For women, this study's mean score was slightly higher than the Stevens et al. study but the standard deviations were comparable ($M = 27.00$, $SD = 4.32$).

Within a possible range of 8 to 32, the average newlywed score obtained in this sample for the Coping Strategies Scale was 23.30, slightly lower than the average score reported by Kirchmeyer (1993) of 24.78. In addition, the standard deviation in this study was 2.93 whereas Kirchmeyer was somewhat higher at 4.09. Kirchmeyer (1993; Kirchmeyer & Cohen, 1999) did not specify a scoring method or provide guidelines to categorize the results of the Likert-type scale. However, since Kirchmeyer's score was comparable to this study's results it is likely the same scoring methods were employed. This instrument contained eight items with scores ranging from 1 (not typical of me) to 4 (typical of me). The same Likert scale was used in this study. In this study, the items were summed to get a total score. Higher scores indicated a higher number and frequency of coping strategies being utilized to manage multiple role obligations.

The Locke-Wallace Marital Adjustment Test (Locke & Wallace, 1959) is one of the most widely used measures of marital adjustment (Spangenberg & Theron, 1999). This study cannot be compared to the original study's findings; Locke and Wallace, the survey's authors, have not provided descriptive statistics from their instrument. However, the authors did include a scoring rubric with scores under 100 indicating maladjustment in the marital relationship. The mean score for participants in this study was 116.46 within a possible range of 2-158.

The Brayfield-Rothe Job Satisfaction Index (Brayfield & Rothe, 1951) scores range from 18-90 with 54 indicating a neutral score. Scores over 54 indicated greater job satisfaction whereas scores that fell below represented job dissatisfaction. The average level of job satisfaction in the authors' study was 70.4 with a standard deviation of 13.2. The authors did not break down the data by gender. The range of job satisfaction scores in the authors' study was 29-89. In the present study, the mean for the sample was 65.56, slightly lower than what was found by the authors'. However, the range of scores for this study was 28-88; similar to what was

found in the original study. The standard deviation for this study was 12.97, similar to the original study. The mean score for men and women in this study were 63.48 and 66.09, respectively.

The sample consisted of 122 participants (97 female, 25 male). The sample was primarily Caucasian, 86.1% (N = 105), followed by Asian/Pacific Islander, 4.1% (N = 5), Hispanic/Latino, 3.3% (N = 4), Bi-racial/Bi-Ethnic, 3.3% (N = 4), African American, 2.5% (N = 3), and Native American, 0.8% (N = 1). The mean age of the participants was 29.18 (SD = 4.27).

All participants indicated that they were married, that this was their first marriage, that they and their spouse were childless, that both the participant and their spouse were employed at least 35 hours per week in paid employment, and that both participant and spouse had been in their career field for at least 1 year. They reported a mean length of marriage as 26.93 months (SD = 15.46), where they were asked to round up if they were two weeks or more into the next month of marriage. Participants reported their combined yearly income as M = \$92,567.12 (SD = \$44,804.45).

The highest level of education was primarily a master's degree, 39.3% (N = 48), followed by a bachelor's degree, 34.4% (N = 42), Ph.D., Ed.D., or Psy.D., 10.7% (N = 13), high school diploma, 6.6% (N = 8), associate's degree, 3.3% (N = 4), trade school, 2.5% (N = 3), JD, 0.8% (N = 1), and other, 2.5% (N = 3). Participants reported their significant other's highest level of education as primarily a bachelor's degree, 42.6% (N = 52), followed by a master's degree, 19.7% (N = 24), high school degree, 17.2% (N = 21), associate's degree, 4.9% (N = 6), Ph.D., Ed.D., Psy.D., 4.9% (N = 6), JD, 3.3% (N = 4), trade school, 2.5% (N = 3), MD, 0.8% (N = 1), and other, 4.1% (N = 5; see Tables 4-1 & 4-2 for all categorical and continuous demographic variables).

Measurement Reliability

Measurement reliabilities for the Work-Family Strains Scale, Work-Family Gains Scale, Positive Family-to-Work Spillover Index, Coping Strategies Scale, Locke-Wallace Marital Adjustment Test, and Job Satisfaction Index appear in Table 4-5. Cronbach's coefficient alpha for the Work-Family Strains Scale = 0.87 and the Work-Family Gains Scale showed a reliability alpha = 0.76. This is comparable and better than previous reports by Marshall and Barnett (1993; 0.78 for men and 0.81 for women; 0.85 for men and 0.86 for women, respectively).

Reliability for the Positive Family-to-Work Spillover index indicated an alpha level of 0.79. This is also comparable to previous reports by Stevens et al. (2007; 0.81 for women and 0.77 for men).

Reliability findings for the Coping Strategies Scale revealed a Cronbach's coefficient alpha of 0.49. This alpha level is low and subsequent analyses using this measure should be considered with caution. This was not comparable to Kirchmeyer's (1993; 0.76) and Kirchmeyer's (Kirchmeyer & Cohen, 1999; 0.73).

Reliability findings for the Locke-Wallace Marital Adjustment Test revealed a Spearman-Brown split-half reliability of 0.72. This was somewhat lower than what was reported in the original study Fischer and Corcoran (2007; 0.90).

Lastly, reliability findings for the Job Satisfaction Index revealed an alpha of 0.94. This was comparable to and better than what was found in the original study Brayfield and Rothe (1951; 0.87).

Correlational Analyses

Pearson Product Moment correlations, using a criterion level of 0.05 (2-tailed), were computed between the predictor variables (career satisfaction, marital satisfaction, challenges,

benefits, buffers, strategies, and gender) and each of the criterion variables (marital and career satisfaction) in an attempt to confirm the relationships between variables (see Table 4-6).

The Locke-Wallace Marital Adjustment Test was significantly positively correlated with the Work Family Gain Scale ($r = 0.31, P < 0.001$), the Positive Family-to-Work Spillover Index ($r = 0.44, P < 0.001$), and the Coping Strategies Scale ($r = 0.19, P < 0.040$) and was significantly negatively correlated with the Work Family Strain Scale ($r = -.33, P < 0.001$).

The Job Satisfaction Index was significantly negatively correlated with the Work Family Strain Scale ($r = -0.20, P < 0.029$), and was significantly positively correlated with the Work Family Gain Scale ($r = 0.51, P < 0.001$), the Positive Family-to-Work Spillover Index ($r = 0.20, P < 0.029$), and the Coping Strategies Scale ($r = 0.25, P < 0.006$). See Table 4-6 for a summary of correlations between variables.

Regression Analyses

In order to assess the capacity of the data to meet the normality assumptions of multiple regression, the data was subjected to tests of skewness and kurtosis. Results of these analyses indicate that the assumptions for multivariate normality were met. All skewness and kurtosis estimates for the variables fell within the generally accepted values of 2 and -2.

- **Research question 1.** What is the relationship between career, challenges, benefits, buffers, strategies, and gender and marital satisfaction?
- **Hypothesis 1.** There is no significant relationship between career, challenges, benefits, buffers, strategies, and gender on marital satisfaction.
- **Hypothesis 2.** There is no significant interaction between gender and career, challenges, benefits, buffers, and strategies on marital satisfaction.

A series of two multiple regressions were used to investigate the research questions. The first multiple regression, marital satisfaction served as the criterion variable. Career satisfaction, challenges, benefits, buffers, strategies, and gender served as predictors of participant's marital

satisfaction. Interaction terms for gender by career satisfaction, challenges, benefits, buffers, and strategies were created for all predictors specified and included in the current model. Since no a priori hypotheses had been made to determine the order of entry of the predictor variables, a direct method was used for the multiple linear regression analyses. The model accounted for 25% of the variance in marital satisfaction $F(11, 110) = 4.64, p < 0.001$. Of the five predictors, only challenges ($\beta = -0.30, p < 0.01$) and buffering effects ($\beta = 0.44, p < 0.001$) served as significant predictors of marital satisfaction. Statistical evidence for Hypothesis 1 indicated that participants with more buffering effects (positive family-to-work spillover) and less challenges (work-family strains) had higher levels of marital satisfaction. In addition, for Hypothesis 2, there was not a significant gender interaction found in the current regression analyses.

- **Research question 2.** What is the relationship between marriage, challenges, benefits, buffers, strategies, and gender and career satisfaction?
- **Hypothesis 3.** There is no significant relationship between marriage, challenges, benefits, buffers, strategies, and gender on career satisfaction.
- **Hypothesis 4.** There is no significant interaction between gender and marriage, challenges, benefits, buffers, and strategies on career satisfaction.

In the second analysis, career satisfaction served as the criterion variable. Marital satisfaction, challenges, benefits, buffers, strategies, and gender served as predictors of participant's career satisfaction. Interaction terms for gender by marital satisfaction, challenges, benefits, buffers, and strategies were created for all predictors specified and included in the current model. Since no a priori hypotheses had been made to determine the order of entry of the predictor variables, a direct method was used for the multiple linear regression analyses. The model accounted for 23% of the variance in career satisfaction $F(11, 110) = 4.33, p < 0.001$. Of the five predictors, only benefits of work and marriage significantly predicted ($\beta = 0.48, p < 0.001$) career satisfaction. For hypothesis 3, participants who endorsed more benefits of work

and marriage (work-family gains) had higher ratings for career satisfaction. For hypothesis 4, there was not a significant gender interaction found in the current regression analyses.

Summary

In this chapter, the results of a survey of newlywed individuals who are balancing career and marriage were presented. Descriptive statistics for the study's research variables and correlations between the predictor and criterion variables were explained and discussed. The study's research questions and hypotheses were answered by detailing the results of the two regression analyses. In Chapter 5, the results of the study and its limitations will be discussed along with implications for theory, practice, and future research.

Table 4-1. Categorical demographic variables

Demographic variable	Frequency (<i>f</i>)	Percentage (%)
Gender		
Male	25	20.5
Female	97	79.5
Total	122	100.0
Ethnicity		
African American	3	2.5
Asian/Pacific Islander	5	4.1
Bi-racial/ethnic	4	3.3
Caucasian	105	86.1
Hispanic/Latino	4	3.3
Native American	1	0.8
Participant highest level of education		
High school	8	6.6
Associate's	4	3.3
Bachelor's	42	34.4
Master's	48	39.3
Ph.D., Ed.D., Psy.D.	13	10.7
JD	1	0.8
Trade school	3	2.5
Other	3	2.5
Spouse highest level of education		
High school	21	17.2
Associate's	6	4.9
Bachelor's	52	42.6
Master's	24	19.7
Ph.D., Ed.D., Psy.D.	6	4.9
JD	4	3.3
MD	1	0.8
Trade school	3	2.5
Other	5	4.1

Table 4-2. Continuous demographic variables

Demographic variable	<i>N</i>	Minimum	Maximum	Mean	<i>SD</i>
Age	122	20	45	29.18	4.17
Months married	122	1	60	26.93	15.46
Income	109	11,125.00	300,000.00	92,567.12	44,504.45

Table 4-3. Descriptive statistics for the study's variables ($N = 122$)

	Range			<i>SD</i>
	Mean	Minimum	Maximum	
Challenges	17.93	9	32	5.43
Benefits	21.75	10	28	4.16
Buffers	26.60	11	35	4.38
Strategies	23.30	15	32	2.93
Marital satisfaction	116.46	30	155	22.60
Career satisfaction	65.56	28	88	12.97

Table 4-4. Descriptive statistics by gender for the study's variables

	Range			<i>SD</i>
	Mean	Minimum	Maximum	
Challenges				
Male	16.88	9	29	5.26
Female	18.20	9	32	5.48
Benefits				
Male	20.48	14	28	3.61
Female	22.08	10	28	4.24
Buffers				
Male	25.04	17	35	4.33
Female	27.00	11	35	4.32
Strategies				
Male	22.04	15	26	2.49
Female	23.61	17	32	2.96
Marital satisfaction				
Male	113.44	67	146	22.08
Female	117.24	30	155	22.79
Career satisfaction				
Male	63.48	30	87	14.62
Female	66.09	28	88	12.53

Note: $N = 97$, female; $N = 25$, male

Table 4-5. Measurement reliabilities

Scale	N	Alpha	P-value
Work-Family Strains Scale	122	0.87	0.001
Work-Family Gains Scale	122	0.76	0.001
Positive Family-to-Work Spillover Index	122	0.79	0.001
Coping Strategies Scale	122	0.49	0.001
Job Satisfaction Index	122	0.94	0.001
Scale	N	Spearman-Brown	P-value
Locke-Wallace Marital Adjustment Test	122	0.72	0.001

Table 4-6. Correlation matrix

Variables	1	2	3	4	5	6
1. Marital satisfaction		0.17	-0.33**	0.31**	0.44**	0.19*
2. Job satisfaction			-0.20*	0.51**	0.20*	0.25**
1. Work-family strain (challenges)				-0.26**	-0.02	-0.02
2. Work-family gain (benefits)					0.35**	0.52**
3. FW spillover (buffers) ^a						0.32**
4. Coping strategies (strategies)						

**Correlations is significant at the 0.01 level; *Correlation is significant at the 0.05 level; ^aFW = Family-to-work

CHAPTER 5 DISCUSSION

Getting married is a joyous, challenging, and transforming event in a person's life. However, newlywed couples face multiple challenges in the early years of marriage that can affect their happiness and satisfaction with the marital relationship. Studies have identified the balance of career and marriage as a prominent stressor in newlywed dual-career couples lives (Haddock & Bowling, 2001; Schramm et al., 2005). What is problematic about managing these two roles has not been adequately explored. Since research has found the early years of marriage to be important predictors of marital stability and longevity (Carrere et al., 2005; Huston et al., 2001), increasing knowledge on career-marriage challenges is a vital component in understanding the lives of these couples. The primary purpose of this study was to explore and identify the challenges and benefits newlywed dual-career couples face in their first five years of marriage. The positive affects of marriage on career was also explored. Coping strategies were examined and the affects of multiple factors and strategies on marital and career satisfaction were analyzed.

Discussion of the Study's Findings

Predictors of Marital Satisfaction

Research question 1 in this study investigated the relationship between marital satisfaction and several predictor variables (benefits and challenges of combining marriage and career, buffering effects, coping strategies, gender, and career satisfaction). The results of the regression analysis revealed two significant predictors of marital satisfaction--challenges and buffering effects. The model accounted for 25% of the variance in marital satisfaction.

In this study, participants who endorsed less challenges with balancing work and marriage were found to have higher levels of marital satisfaction. This finding is similar to previous

research findings on marital role quality and the strains of balancing work and family. For nonparents, Marshall and Barnett (1993) found that lower marital role quality was associated with higher work-family strains. Specifically, an individual that had more marital role concerns also reported high work-family strains. However, the present study differs from the original study in several ways. First, the present study utilized marital satisfaction as the criterion variable and work-family strains as a predictor variable. Second, Marshall and Barnett employed a measure of marital role quality which appears to be conceptually different from marital satisfaction. The authors' asked respondents to indicate on a 4-point scale how rewarding (or concerning) each item was for them presently. Role quality was operationalized by a summation of the rewards and concerns scores reported in each area under examination (e.g., marital role, job role). The LWMAT (Locke & Wallace, 1959) utilized in this study focuses on levels of agreement between spouses in various areas (e.g., finances, recreation) and about spousal behaviors. The present study also differs from some of the other research on work-family challenges. First, some studies (Netemeyer, Boles, & McMurrian, 1996, Tatman et al., 2006) have separated work-family conflict (WFC) from family-work conflict (FWC). The present study used a global measure of work-family "conflict." Second, similar to Marshall and Barnett, these studies also employed marital or relationship satisfaction as predictors of work-family, family-work conflict. The findings of these studies are mixed. Dilworth (2004) did not find marital satisfaction to be predictive of FWC. However, a study by Netemeyer et al. found a significant correlation between marital satisfaction and FWC with three different samples of employed adults. A significant correlation between marital satisfaction and WFC was found in two of the three samples.

Positive family-to-work spillover was also a significant predictor of marital satisfaction. Participants that reported more positive family-to-work (FW) spillover reported higher levels of marital satisfaction. This finding is similar to the results found by Hill (2005) and Stevens et al. (2007). In the latter study, relationship satisfaction was positively correlated with positive family-to-work spillover only for the men in their sample. In the present study, men and women reported similar levels of positive FW spillover. A possible explanation for the gender differences found in the Stevens et al., study may be due to sample characteristics. In their study, participants had an average of 1.5 children. Research has found that mothers report more negative family-to-work spillover than fathers (Crouter 1984; Dilworth, 2004). The lack of gender differences in responses on positive FW spillover for nonparents is supported in a study by Crouter. Like the present study, Crouter reported similar responses from male and female nonparents on measures of FW spillover.

Intriguingly, although marital satisfaction was found to be significantly positively correlated work-family gains and coping strategies they were not found to be significant predictors of marital satisfaction. One possible explanation for this finding may be length of marriage and time it takes to identify the benefits of combining work and family roles. In this study, the median length of marriage was just under 2 years. Since many of the participants are just getting used to the idea of being married spouses' work-family gains and coping skills may still be developing. Alternatively, a moderating variable may better explain the relationship between work-family gains and marital satisfaction. Several studies (Barnett 1994; Barnett, Marshall, & Pleck 1992; Barnett, Marshall, & Sayer, 1992) have documented the psychological benefits and stresses of combining work and family roles. It may be that people who report higher work-family benefits also report higher levels of marital satisfaction because of the

presence of psychological benefits (e.g., self-esteem, competency) derived from managing multiple roles and responsibilities. Contrarily, people who report fewer gains from managing work and marital roles may become distressed which may then impact their marital satisfaction.

Predictors of Career Satisfaction

Research question 2 examined the relationship between career satisfaction and several predictor variables (benefits and challenges of combining marriage and career, buffering effects, coping strategies, gender, and marital satisfaction). The results of the second regression analysis revealed only one significant predictor of career satisfaction--work-family gains. The model accounted for 23% of the variance in career satisfaction.

Participants that reported more work-family benefits also reported higher levels of career satisfaction. This finding is similar to the findings by Marshall and Barnett (1993) on job role quality and work-family gains. In their study, job role quality was found to be a significant predictor of work-family gains for childless couples. Again, compared to the present study, Marshall and Barnett hypothesized that job role quality would influence work-family gains whereas this study examined work-family benefits on career satisfaction. The finding that participation in multiple roles can have a positive impact on one or more of the roles a person engages in has been documented in several studies (see Dilworth 2004; Hill 2005; Kirchmeyer, 1992; Rogers & May, 2003; Stevens et al., 2007). However, these studies examined the impact or spillover one role has on another not the effects of participation in multiple roles on career satisfaction. The present study adds to the literature on the benefits of combining work and family on career satisfaction.

Interestingly, although career satisfaction was significantly positively correlated with positive family-to-work spillover and coping strategies and significantly negatively correlated with work-family strains as predicted these variables were not found to be significant predictors

of career satisfaction. One possible explanation is that certain work-family dynamics are experienced/brought to the marital domain and therefore have a larger impact on the marital relationship. This study offers support for this notion in that spouses that report fewer work-family strains and more positive family-to-work spillover also experience higher levels of marital satisfaction. Research has found that spouses involved in a dual-career relationship often turn to each other for emotional support and encouragement (Granello & Navin, 1997; Haddock et al., 2001). Since both spouses are juggling multiple roles they may be better able to empathize with the stressors experienced in one or more domains and provide each other with support and advice. Thus, since spousal support has been shown to strengthen the marital relationship (Zimmerman et al., 2003) it may have more of an impact on marital than career satisfaction.

What is even more interesting about this study's findings is the lack of relationship between marital and career satisfaction. One reason for this result may be that a single measure of marital and career satisfaction on one occasion may not be sufficient to examine the bidirectional effects of marital and career satisfaction. Multiple measurements over time may provide better insight into how fluctuations in one domain affects satisfaction in another. The results found in a study by Rogers and May (2003) provide some support for the benefits of studying marital and job satisfaction over time. In their study, increases in job satisfaction over a three year period contributed to an increase in marital satisfaction when measured at year three. Similarly, an increase in marital satisfaction over time was associated with increases in job satisfaction at all three measurement points.

Limitations

Issues involving the recruitment and characteristics of the sample contribute to inherent methodological limitations. Convenience sampling was utilized and resulted in a limited sample. Although efforts were made to increase the diversity of the sample, the researcher had limited

success recruiting male spouses and participants with diverse ethnic backgrounds and occupational fields. For instance, of the 122 participants, 97 were female and 25 were male. Additionally, 86.1% of the sample was Caucasian and roughly half of the participants were employed in education, counseling, and psychology fields. Therefore, this study is limited in its representativeness and calls into question the generalizability of the results.

One limitation of this study involves the inclusion of dual-worker individuals in the sample. This study did not specify or employ a set of exclusionary criteria to determine what occupations were considered professional. As a result, all occupations listed were included in the study. The lack of distinction between professional and nonprofessional fields limits the generalizability of the results to the dual-career population.

Since this study was largely composed of female participants any conclusions made about the role of gender should be made with caution. Even though studies on couples without children generally do not find gender differences (Crouter, 1984; Marshall & Barnett 1993), this does not mean that gender should be discounted. Stronger efforts should be made to recruit a more gendered representative sample. Researchers may seek to physically recruit male participants from community and religious organizations and varying workplace settings and occupations.

Another limitation of this study involves the professional fields involved in this study and its possible effects on involvement in the study and responses to the instruments. Many of the participants had obtained degrees in education, counseling, and psychology. Over 39% of the sample had obtained at least a master's degree. Since many participants had acquired an advanced degree it is likely that participants are familiar with the research process and the implications involved with conducting research. This might have inadvertently impacted

participants' responses and decision to participate in the study. However, although this threat pertains to any research study, it was assumed that participants would answer honestly.

There were some inherent problems in one of the instruments used in this study. The Coping Strategies Scale yielded a reliability of 0.49. This was considerably lower than what was found in previous studies, Kirchmeyer (1993; 0.76) and Kirchmeyer and Cohen (1999; 0.73). One reason for this discrepancy may be the limited representativeness of this study's sample. This sample was largely composed of participants in the counseling, psychology, and educational fields. This may have attributed to the narrow range of scores in this study.

Future researchers may want to consider sampling a diverse range of occupations when using this instrument or utilizing other coping strategies scales.

Implications of the Findings

Implications for Future Research

The findings of the present investigation suggest several directions for future research. In particular, the results of this study raise questions about the types of spillover and their relationship to marital and career satisfaction and the association between marital and career satisfaction.

Further exploration of positive and negative family-to-work and work-to-family spillover is needed. Most of the family-work (FW), work-family (WF) research has focused on the negative affects one domain has on the other (Stevens et al., 2007) and has given little attention to the positive bidirectional effects of marriage and career. In addition, since research has found WF and FW conflict to be two distinct phenomena that affects couples differently (Tatman et al., 2006) attention should be given to both types of conflict. In the present investigation, both work-family strains (negative WF, FW spillover) and positive family-to-work spillover was examined and found to predict marital satisfaction. However, in this study, a global measure of negative

spillover was employed. In addition, a reliable, distinct measure of positive work-to-family spillover has not been established and was not assessed in the current study. A recent study by Kinnunen et al. (2006) attempted to distinguish positive FW from WF spillover. They found that their devised measures of positive FW and WF spillover were highly mutually correlated, shared many similar elements, and utilized similar wording. The researchers suggested further research and development was required for the positive scales in their study. Future research should attempt to separate and further explore the interplay between work-family (bidirectional) positive and negative spillover and their association to marital and career satisfaction.

In this study, work-family negative spillover and positive family-to-work spillover were found to be associated with marital satisfaction. Since little research has been devoted to examining the struggles and successes of a newlywed dual-career lifestyle, future studies may benefit from taking a closer look at the components that comprise these scales.

Due to a low male participant rate, future studies might seek to recruit a larger sample of newlywed males. Even though there were no significant gender differences found in this study, a larger male sample may generate more significant results in the responses measured. In addition, since previous research has found gender differences in some of the constructs of interest, future research should continue to examine the role of gender in marital studies.

In the present study, a cross sectional, correlational design was used to measure the association between marital and career satisfaction. Unfortunately, this study's findings did not support a relationship between these two constructs. Since marital and career satisfaction are not static constructs, future researchers might consider conducting a longitudinal study to further explore if/how changes in marital satisfaction affect career satisfaction and vice versa over the newlywed years. In addition, research may want to utilize both qualitative and quantitative

methods to explore possible moderating variables that may exist and influence the relationship between these two constructs.

Implications for Theory

This study's findings provide only partial validation for the two theories that guided this study. The first theoretical framework that guided this research was role strain theory. According to this theory, as the number of roles a person assumes increases, the higher the chance for role conflict, overload, and distress. The resulting role accumulation can have both positive and negative affects on the person and other roles. The problems associated with juggling multiple roles have been termed "role strain" (Goode, 1960). In this study, the amount of role strain between work and marital roles had an impact on reported levels of marital satisfaction. Specifically, as the strains between work and marital roles increased, marital satisfaction decreased. Another tenet of role theory stipulates that the various interactions between roles can have beneficial effects on one or more roles. Theorists have termed this phenomenon "positive spillover" which is defined as "positive feelings, attitudes, and behaviors that might emerge in one domain and are carried over into the other" (Googins, 1991, p. 9). This study supports the positive impact that marriage can have on career. Spouses that reported higher positive family-to-work spillover were found to have higher levels of marital satisfaction. More research is needed to determine what marital factors (e.g., feelings, attitudes, behaviors) are often carried over into the career domain. Another assertion of role theory, the expansion hypothesis (Sieber, 1974), was also supported by this study's findings. In contrast to role strain theory, which overly focuses on the negative affects of managing multiple roles, the expansion hypothesis draws attention to the benefits of multiple role participation. This study found that the gains associated with occupying multiple roles had a positive influence on career satisfaction. Overall, this study is an example of how two seemingly contradictory processes (role gain and role strain) can be at

play simultaneously. Role strain was a more prominent factor when examining marital satisfaction whereas multiple role participation played a more important role in career satisfaction.

Gender theory comprised the second theoretical foundation that guided this study. Research has stipulated that men and women may respond differently to measures of marital and career satisfaction as a result of gender role beliefs and attitudes (Coltrane 2000; Wilkie et al., 1998). In this study, no gender differences were found in responses to any of the marriage-career concepts examined and tested. There may be several reasons for this finding. First, gender differences may not be as prominent in the pre-parenthood years. It may be that the transition to parenthood and the duties associated with childcare encourage men and women to align themselves with traditionally gendered roles. In fact, most of the studies that have found gender differences in the family-career interface have studied couples or spouses with children. Second, many studies (e.g., Dilworth, 2004; Hill, 2005; Marshall & Barnett, 1993; Stevens et al, 2007) examined specific marital and/or career factors (e.g., number of hours engaged in household chores and workplace policies) that may contribute to the presence of gender differences found in their studies. However, the presence and type of gender differences found in these studies often contradict each other. These findings indicate that the role of gender in work-family dynamics may be more complex and complicated than previously thought. Regardless, the findings of this study and other studies indicate that gender differences and similarities in the work-family arena need further exploration before any conclusions regarding gender can be made with confidence.

Implications for Practice

Marriage and family therapists frequently address work-family issues in therapy sessions (Tatman et al., 2006). However, many report having a limited understanding of the dynamics

between work and family roles (Haddock & Bowling, 2001). For marriage and family therapists working with newlywed clients understanding work-family dynamics is a necessity. The results of this study can provide a helpful framework for counseling professionals working with newlywed dual-career individuals and couples.

Like other studies (Dilworth, 2004; Hill, 2005; Rogers & May, 2003; Stevens et al., 2007) this study reiterates the importance of focusing on relational dynamics when examining family-work issues. Spouses that scored high on positive family-to-work spillover and low on work-family strains reported higher levels of marital satisfaction. These findings indicate that resources and obstacles derived from the marital relationship often crossover into the work domain. How these resources influence work functioning needs to be further explored. Still, when therapists encounter clients that are struggling with work-family issues attention may focus on the spousal relationship and how it affects both marital and work life.

In addition, few assessment tools are available to therapists to quickly identify and assess work-family issues (Tatman et al., 2006). This study found the positive family-to-work scale and work-family strains scale to be indicators of current marital functioning. Therapists may choose to give one or both of these short measures to their clients to gain a better understanding of couples' work-family relations and degree of marital satisfaction. In addition, the responses to the individual items may provide counselors with a template or jumping off point for work-family discussions.

Similarly, managing work and family roles was found to positively impact career satisfaction. Therapists may decide to explore how managing both work and family obligations affect the individual and job performance and satisfaction. Again, these tools offer different ways

for therapists to approach work-family issues. They provide a short assessment of work-family challenges and strengths and offer some insight into current marital and career functioning.

Conclusion

The newlywed years are a time of transition, new experiences, and exciting events. They can also be challenging and stressful. Research has identified the management of marital and career roles as one of the prominent stressors reported during this life stage. However, information on the specifics of marriage-career dynamics with the newlywed population is limited. This study explored the positive and negative bidirectional affects of marriage and career. Specific attention was given to the challenges and benefits reported by newlywed spouses and their relationship to marital and career satisfaction. In addition, the association between positive family-to-work spillover, coping strategies, and marital and career satisfaction were also examined.

This study found two significant predictors of marital satisfaction--marriage-career strains and positive marriage-career spillover. The researcher found that as marriage-career challenges decrease marital satisfaction increases. Similarly, participants that reported higher marriage-to-career spillover also reported higher marital satisfaction.

Combining marital and career roles were shown to significantly influence career satisfaction. This result supports the role expansion hypothesis that holds that managing multiple roles can have a positive impact on an individual. Managing career and marriage has been shown to increase life satisfaction (Van Daalen et al., 2005) and autonomy (Granello & Navin, 1997).

This study provides evidence of the importance of marriage-career dynamics on marital and career satisfaction. The results of this study provide therapists, researchers, and educators with some insight into the interplay between marriage and career and ways to begin conversations surrounding marriage-career issues.

APPENDIX A
WORK-FAMILY STRAINS SCALE

1	2	3	4
Not at all true		Extremely true	

1. When you spend time with your spouse, you're bothered by all the things at work that you should be doing.
2. Because of your marital responsibilities, you have to turn down work activities or opportunities that you would prefer to take on.
3. Because of your marital responsibilities, the time you spend working is less enjoyable and more pressured.
4. When you spend time working, you're bothered by all the things at home or concerning your family that you should be doing.
5. Because of the requirements of your job, you have to miss out on home or marital activities that you would prefer to participate in.
6. Because of the requirements of your job, your marital time is less enjoyable and more pressured.
7. During the time set aside for work, you feel resentful because you'd rather be spending time with your spouse.

1	2	3	4
Never		Very often	

8. In general, how often do you feel pulled apart from having to juggle conflicting obligations?
9. How often do the things you do add up to being just too much?

APPENDIX B
WORK-FAMILY GAINS SCALE

1	2	3	4
Not at all true			Very true

Having both work and marital responsibilities:

1. Makes you a more well-rounded person
2. Gives your life more variety
3. Allows you to use all your talents
4. Challenges you to be the best you can be
5. Means you manage your time better
6. Clarifies your priorities.

Managing work and marital responsibilities as well as you do makes you feel more competent.

APPENDIX C
POSITIVE FAMILY-TO-WORK SPILLOVER

1	2	3	4
Strongly disagree			Strongly agree

1. My family gives me ideas that can be used at work.
2. My family is interested in my job.
3. I feel good about how my family affects my work.
4. My family helps me face challenges at work.
5. I am more highly regarded at work because I have a family.
6. My family helps me understand the people at work better.
7. My family expresses concern for how my day goes.
8. My family helps me to forget the problems at work.
9. My family makes disappointments on the job seem easier to take.

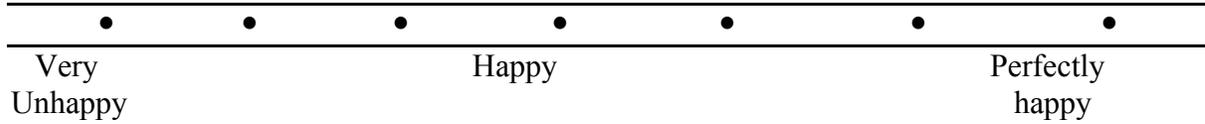
APPENDIX D
COPING STRATEGIES SCALE

Think about how you manage your various life roles. On the scale below, indicate how typical each strategy is to your approach to role management.

	<i>Not typical of me</i>	<i>Slightly typical</i>	<i>Fairly typical</i>	<i>Very typical</i>
Concentrate on those activities of nonwork roles that are meaningful to me, and drop the meaningless activities.				
Overlap different roles whenever possible (e.g., participating in a hobby that my spouse enjoys).				
Establish personal sets of priorities and rules for dealing with the responsibilities of various roles (e.g., a spouse that is recovering from surgery takes precedence over work whereas a spouse with a cold does not).				
Keep roles separate from each other (e.g., keeping work out of family life).				
Develop attitudes which put role demands in a positive light.				
Consider the fulfillment of role demands as a way to develop and grow.				
Increase my efficiency by scheduling and organizing role activities carefully.				
Work hard to do everything expected of me.				

APPENDIX E
LOCKE-WALLACE MARITAL ADJUSTMENT TEST

Circle the dot on the scale line below which best describes the degree of happiness, everything considered of your present marriage



State the approximate extent of agreement or disagreement between you and your mate on the following items. Please check each column.

	<i>Always agree</i>	<i>Almost always agree</i>	<i>Occasionally agree</i>	<i>Frequently disagree</i>	<i>Almost always disagree</i>	<i>Always disagree</i>
Handling family finances						
Matters of recreation						
Demonstration of affection						
Friends						
Sex relations						
Conventionality (right, good, or proper conduct)						
Philosophy of life						
Ways of dealing with in-laws						

When disagreements arise, they usually result in:

- a) husband giving in
- b) wife giving in
- c) agreement by mutual give and take

Do you and your mate engage in outside interests together?

- a) all of them
- b) some of them
- c) very few of them
- d) none of them

In leisure time do you generally prefer:

- a) to be "on the go"
- b) to stay at home?

Does your mate generally prefer:

- a) to be “on the go”
- b) to stay at home?

Do you ever wish you had not married?

- a) Frequently
- b) Occasionally
- c) Rarely
- d) Never

If you had your life to live over, do you think you would:

- a) Marry the same person
- b) Marry a different person
- c) Not marry at all

Do you confide in your mate:

- a) almost never
- b) rarely
- c) in most things
- d) in everything

APPENDIX F
BRAYFIELD-ROTHER JOB SATISFACTION INDEX

This section contains 18 statements about jobs. Please circle which answer best describes how you feel about your present job.

1. My job is like a hobby to me.
STRONGLY AGREE AGREE UNDECIDED DISAGREE STRONGLY
DISAGREE

2. My job is usually interesting enough to keep me from getting bored.
STRONGLY AGREE AGREE UNDECIDED DISAGREE STRONGLY
DISAGREE

3. It seems that my friends are more interested in their jobs.
STRONGLY AGREE AGREE UNDECIDED DISAGREE STRONGLY
DISAGREE

4. I consider my job rather unpleasant.
STRONGLY AGREE AGREE UNDECIDED DISAGREE STRONGLY
DISAGREE

5. I enjoy my work more than my leisure time.
STRONGLY AGREE AGREE UNDECIDED DISAGREE STRONGLY
DISAGREE

6. I am often bored with my job.
STRONGLY AGREE AGREE UNDECIDED DISAGREE STRONGLY
DISAGREE

7. I feel fairly well satisfied with my present job.
STRONGLY AGREE AGREE UNDECIDED DISAGREE STRONGLY
DISAGREE

8. Most of the time I have to force myself to go to work.
STRONGLY AGREE AGREE UNDECIDED DISAGREE STRONGLY
DISAGREE

9. I am satisfied with my job for the time being.
STRONGLY AGREE AGREE UNDECIDED DISAGREE STRONGLY
DISAGREE

10. I feel that my job is no more interesting than others I could get.
STRONGLY AGREE AGREE UNDECIDED DISAGREE STRONGLY
DISAGREE

11. I definitely dislike my work.
STRONGLY AGREE AGREE UNDECIDED DISAGREE STRONGLY
DISAGREE

12. I feel that I am happier in my work than most other people.
STRONGLY AGREE AGREE UNDECIDED DISAGREE STRONGLY
DISAGREE

13. Most days I am enthusiastic about my work.
STRONGLY AGREE AGREE UNDECIDED DISAGREE STRONGLY
DISAGREE

14. Each day of work seems like it will never end.
STRONGLY AGREE AGREE UNDECIDED DISAGREE STRONGLY
DISAGREE

15. I like my job better than the average worker does.
STRONGLY AGREE AGREE UNDECIDED DISAGREE STRONGLY
DISAGREE

16. My job is pretty uninteresting.
STRONGLY AGREE AGREE UNDECIDED DISAGREE STRONGLY
DISAGREE

17. I find real enjoyment in my work.
STRONGLY AGREE AGREE UNDECIDED DISAGREE STRONGLY
DISAGREE

18. I am disappointed that I ever took this job.
STRONGLY AGREE AGREE UNDECIDED DISAGREE STRONGLY
DISAGREE

APPENDIX G
DEMOGRAPHIC QUESTIONNAIRE

1. Age: _____
2. Gender
_____ Male _____ Female
3. Ethnicity
_____ Caucasian/White
_____ African American/Black
_____ Hispanic/Latino/Latina
_____ Native-American
_____ Asian or Pacific Islander
_____ Bi-racial/Bi-ethnic
_____ Other
4. Are you currently married?
_____ YES _____ NO
5. How long have you been married? (in months). Please round up if you're 2 weeks into the next month. For instance, 12 months and 2 weeks would be rounded up to 13 months. In contrast, 12 months and 1 week would remain 12 months.

6. Is this you and your spouse's first marriage?
_____ YES _____ NO
7. Do you or your spouse have children?
_____ YES _____ NO
8. Highest level of education attained:
_____ High school
_____ Associates
_____ Bachelors
_____ Masters
_____ Ph.D./Ed.D./Psy.D.
_____ JD
_____ MD
_____ Trade school
_____ Other
9. Spouse's highest level of education attained:
_____ High school
_____ Associates
_____ Bachelors
_____ Masters

- Ph.D./Ed.D./Psy.D.
- JD
- MD
- Trade school
- Other

10. Are you and your spouse employed at least 35 hours per week in paid employment?
 YES NO

11. What is your professional field (e.g., psychology, medicine)?

12. What is your combined yearly income? _____

APPENDIX H
INFORMED CONSENT LETTER

Dear Participant,

I'm asking for your help in a study of newlywed couples who are managing career and marriage. This study is part of my dissertation research project I am completing as a doctoral candidate in the Department of Counselor Education at the University of Florida. As a new professional who is juggling multiple roles, I know how valuable your time is to you, your spouse, and your other responsibilities and I will be especially grateful for your time knowing this. The information I'm asking you to provide will help Marriage & Family Therapists to better understand the stresses and benefits of a dual-career lifestyle on newlywed couples. It will also show us more about what helps couples cope effectively with those stresses and strains so that newlywed couples can benefit from your experience.

The purpose of this study is to investigate the career-marriage balance in newlywed couples. In particular, this study will examine the affects of multiple factors and strategies on marital and career satisfaction. If you volunteer for this study, you will be asked to complete a demographic questionnaire which asks you to provide basic background information (e.g., age range, gender, educational attainment, professional field). You will also be asked to complete six short surveys containing items that ask you about the benefits and stresses of combining career and marriage, how you manage career and marital responsibilities, and how happy you are with various aspects of your career and marriage. The study will take approximately 15 minutes to complete.

Completing this survey is completely voluntary. If you choose to participate in this study, you may withdraw your consent at any time without penalty. You do not have to answer any questions you do not wish to answer. If you agree to participate, your answers will be kept confidential to the extent provided by law and will only be presented in summaries where no individual responses can be identified.

Before completing the survey, please make sure you are eligible to participate by checking the space next to the following questions if the answer is "yes":

- Is this you and your spouses first marriage?
- Have you been married between 1-5 years?
- Are you and your spouse employed at least 35 hours each a week in professional fields?
- Have you and your spouse been in your career fields for at least 1 year?
- Are you and your spouse childless?

There are no anticipated risks, no direct benefits, nor compensation for participating in this study. However, participating in this study may help you better understand how you and your spouse are managing a dual-career lifestyle. I would like to provide you with a summary of the results of this study upon completion of this research project. If you wish to receive these results, please complete the request for study results page after you submit the survey. Your

request for the results of this study will not be connected to your responses in any way and will remain confidential.

Thank you for taking the time to complete this survey. If you have any questions or comments about this study, I would be happy to talk with you. You can call me at (xxx) xxx-xxxx or email me at xxxxxxxx@xxx.com. You can also contact my advisor, Dr. Peter Sherrard at the Department of Counselor Education, University of Florida, P.O. Box 117047, 1215 Norman Hall, Gainesville, FL, 32611-7046; phone (352) 392-0731; email: psherrard@coe.ufl.edu. Questions or concerns about the rights of research participants in this study can be directed to the UFIRB Office, P.O. Box 112250, University of Florida, Gainesville, FL, 32611-2250; phone (352) 392-0433.

By clicking on the “Yes” button below, you are stating that you have read and understand the procedure described above and voluntarily agree to participate in this survey. You also acknowledge that you have received a copy of this description. Once you click on the “Yes” button, click “Next” and you will be taken to the beginning of the survey.

Thank you very much for helping with this important study.

Sincerely,

Donna McGinley, M.Ed., Ed.S.
Doctoral Candidate
Principal Investigator

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BIOGRAPHICAL SKETCH

Donna McGinley was born and raised in Jacksonville, Florida. Donna was raised by her mother, Mary Croft Adkins, and her grandparents, Claude C. Croft, Sr. and Donna Fulmer Croft. She has one younger brother, Justin McGinley.

Donna graduated from the University of Florida in 2001 with a bachelor's degree in psychology. In 2004, Donna received her Master of Education and Specialist in Education degrees, specializing in mental health counseling, through the Department of Counselor Education at the University of Florida. During her graduate studies, Donna had the opportunity to work with various age groups in the community and completed her internships at Shands at Vista, Pace Center for Girls, Shands Eastside Community Practice, and Children's Home Society. As a doctoral student, Donna taught two classes: Interpersonal Communication Skills for three semesters, and Drug and Alcohol Abuse for two semesters. She was a graduate teaching assistant for Introduction to Counseling for two semesters and completed a graduate assistantship at P. K. Yonge Developmental Research School.

Donna's interests include traveling and animal rescue. She is a member of DARE (Dachshund Adoption, Rescue and Education) and participates in many events to promote animal adoption and spay and neutering.