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Factors Related to Multiple Role Adjustment in Mexican American Working Women

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FACTORS RELATED TO MULTIPLE ROLE ADJUSTMENT
IN MEXICAN AMERICAN WORKING WOMEN

by

Mary Ann H. Garcia

A Dissertation Submitted to the Faculty of the Graduate School
of Loyola University of Chicago in Partial Fulfillment
of the Requirements for the Degree of
Doctor of Philosophy

January

1992

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I dedicate this dissertation to the women in my family, and to the important women in my life, who have modeled for me the roles of wife, mother and worker. Their struggles, perseverance and resiliency have inspired me.

VITA

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The author helped to found the Illinois Association of Hispanic Psychologists, has presented at professional conferences and lectured on the issues of Hispanic mental health.

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CHAPTER I

INTRODUCTION

The past two decades have witnessed a groundbreaking era for women in terms of the variety of professional roles and personal choices made available in their lives. Managing the multiple roles of wife, mother and employee is presenting women and their contemporary families with a new set of challenges and dilemmas. Reconciling the demands of work and family has become a monumental task in a society in which many of its institutions were designed during an era of male breadwinners and female homemakers. Nonetheless, women have entered the paid labor force in unprecedented numbers in the past 30 years. The number of women in the workforce increased 173 percent between 1947 and 1980 (Gerson, 1985). In 1985 there were over 47 million employed women making up an unprecedented 44 percent of the labor force (Bureau of National Affairs, 1986). Moreover, almost two-thirds of the new entrants into the workforce by the year 2000 will be women, and 61 percent of all women of working age are expected to have jobs.

Hispanic Americans constitute the second largest and fastest growing group in the United States (Bureau of the

census, 1981). Hispanics are also projected to represent the largest share of the labor force growth and face the greatest difficulties in the emerging job market (Workforce 2000, 1987). Hispanic women in particular are expected to make up the lion's share of this growing market, and are in double jeopardy due to lags in educational attainment and changing family roles.

Women who are employed outside the home must deal with the stresses associated with their occupational roles (Riesch, 1984; Sund & Ostwald, 1985; Woods, 1985), often without any reassignment of household or childcare responsibilities (Hartzler & Franco, 1985; Gilbert, Holahan, & Manning, 1981). The stress of multiple roles is eased if the woman's spouse sanctions and supports her choices (Elman & Gilbert, 1984; Ross, Mirowski, & Huber, 1983). How traditional a couple is, that is - where a couple stands on the marital structure continuum from complementary (traditional/ hierarchical) to egalitarian (role sharing/ parallel), has been found to have great impact on such variables as marital satisfaction, distribution of household and childcare responsibilities, decision making, and psychological well being of spouse (Beckman & Houser, 1979; Bryson, Bryson, & Johnson, 1978; Bean, Curtis, & Marcum, 1977; Heckman, Bryson, & Bryson, 1977; Burke & Weir, 1976).

While all working women must contend with multiple role strain, similarities and differences may exist among women

based on socio-cultural factors. Much of the previous literature stressed that Mexican American families were typically patriarchal and that they may be changing toward more egalitarian relationships. The literature on Hispanic working women is sparse and often contradictory; however, Mexican American women are viewed as encountering both the positive and negative aspects of living in two cultures, each with different value systems that at times clash and lead to conflict. The process of acculturation is stressful and further complicated by the task of integrating the multiple roles of spouse, mother and employee. Given that the structure of the Mexican American family remains in flux, and that the labor force participation rate of Mexican American women is predicted to dramatically increase, there is a great need to examine the effects of employment and the changing roles of the Mexican American woman.

To date, the study of the effects of women's multiple roles has focused on extensive demographics and epidemiological research which has set the stage for further study of more complicated processes that might help to explain these earlier survey results. The purpose of this study was to investigate the ways in which Mexican American and Anglo American women have attempted to cope with and integrate the many demands of their multiple roles - wife, mother and employee.

This study explored the relationship between several

variables thought to predict multiple role adjustment: coping strategies, age and number of children, socioeconomic status, conjugal role expectations and structure in an attempt to understand how Mexican American women integrate the demands of work and family. A sample of Anglo American women was also studied for comparative purposes. The role of acculturation in multiple role adjustment among Mexican American women was also explored.

CHAPTER II

REVIEW OF RELATED LITERATURE

Impact of Work on the Family

Women have entered the paid labor market in unprecedented numbers over the past few decades. The number of women in the workforce increased 173 percent between 1947 to 1980 (Gerson, 1985). By the end of 1985 almost 60 percent of married women with children under 18 worked outside of the home, and it was predicted that by the close of the 80's the classic 1950's family with a stay-at-home mother, dependent children, and a bread winner father would represent less than 10 percent of American families (Bureau of National Affairs, 1986). With increasing options regarding marriage, divorce, birth control, abortion, birth, education, and employment, many women will not, and in many cases cannot, make the same choices that their mothers' made regarding family and work activities. Women are choosing alternatives to traditional paths in the ways that they structure their lives (McBride, 1990).

Research examining the effects of employment on married women has taken two directions. The first called attention to the potentially deleterious effects of work on the woman and her family. Researchers predicted that competing demands that resulted from employment outside the home would lead to role

overload and resulting strain. There is an ample literature base that demonstrates that multiple roles are associated with competing demands, which in turn, can lead to role overload and resulting strain (Heckman, Bryson, & Bryson, 1977; Katz & Piotrkowski, 1983; Rapoport & Rapoport, 1978; Skinner, 1980; Van Meter & Agronow, 1982). Measures of role strain include somatization, depression, anxiety, obsessive-compulsiveness, discomfort, anger and dissatisfaction. Extensive demographic and epidemiological research has documented the importance of looking at the interaction of age, gender, marital status, caregiving obligations, race/ethnicity, employment status, and socioeconomic status in understanding the risk to psychological well being resulting from multiple role involvement (McBride, 1990). Across racial/ ethnic groups, numerous studies suggest that having minor children, and/or a few children, in the household is especially stressful, particularly if the woman has the greatest burden in providing childcare, or is dissatisfied with child-care arrangements (Carmen, Russo, & Miller, 1981; Cleary & Mechanic, 1983; Elman & Gilbert, 1984; Parry, 1986). Whether or not a husband shares in the housework is another significant factor in determining a working women's psychological well being (Gilbert, Holahan, & Manning, 1981; Krause & Markides, 1985; Ybarra, 1982).

Examining the relationship between multiple role involvement and stress has taken a new direction in the advent

of numerous studies showing positive effects of multiple role involvement on women's physical and psychological well being. Some women with multiple role obligations reported having superior health (Mostow & Newberry, 1975; Thoits, 1983; Verbrugge, 1983). Others reported more autonomous sense of self and increased self esteem as a result of working (Meisenhelder, 1986). Furthermore, a number of dual-career families rate their life style positively (Rapoport & Rapoport, 1976; Skinner, 1980; St. John-Parsons, 1978).

Barnet and Baruch (1987) offer an explanation for the apparent split in the literature regarding the effects of multiple role involvement. They suggest that investigations on the effects of women's multiple roles have been undertaken assuming one of two working assumptions - the "scarcity hypothesis" or the "expansion hypothesis." In the former case, the search for negative stress factors effecting employed women may stem from the biased assumption that most women already have two primary roles (i.e., wife and mother) which are defined as fully demanding. The "scarcity hypothesis," first put forth by Goode (1960) and then extended by others (Coser, 1974; Slater, 1963), maintains that: 1) individuals have limited reserves of energy, and 2) social organizations are greedy, demanding all of an individual's allegiance. According to this model, the more roles one accumulates, the greater the probability of exhausting one's supply of energy and of confronting conflicting obligations.

The result is role strain and psychological distress. When applied to working women, the assumption is that family roles are fully demanding, and that when women assume the role of paid employee, a role that exposes them to the further demands of the organization, the net effect is hypothesized to be debilitating.

In contrast, Barnet and Baruch (1987) describe an opposing assumption that highlights the net positive gains to be had from multiple roles. In the mid-1970's, theorists (Marks, 1977; Sieber, 1974) proposed the "expansion hypothesis" which emphasized the privileges rather than the obligations that accrue by individuals holding multiple roles. They argue that such rewards as self-esteem, recognition, prestige, and financial remuneration more than offset the costs of adding on roles. As stated above, there is increasing evidence supporting the expansion hypothesis for women who hold jobs in addition to their roles as wife and mother.

In sum, concern about the negative consequences of women's involvement in multiple roles is waning as a result of increasing evidence that for some women, the more roles one occupies the greater the chances of being physically healthier, more satisfied with life, and less depressed. Nevertheless, echoes still resound of past warnings that multiple role involvement would take a heavy toll, especially on women. It is likely that a closer examination of factors

effecting role adjustment and women's coping strategies in dealing with multiple role demands will perhaps clarify some competing findings in previous literatures.

The following section of this review will attempt to discuss in a systematic fashion factors thought to relate to multiple role adjustment in employed women. These variables most often identified in this research are: age and number of children, conjugal role expectations, spouse support/approval, conjugal role structure and coping strategies. Since the majority of the working women's research has been conducted on Anglo populations, this research is discussed first.

Variables Related to Multiple Role Adjustment

Age and Number of Children

The most consistent finding in the literature concerning working mothers demonstrates that having dependent children is associated with greater distress, and decreased marital and life satisfaction. For example, Cleary and Mechanic (1983) in a large study examining sex differences in psychological distress among married people found that employed married women experienced slightly less distress than housewives; however, for married women who had minor children at home, work was particularly stressful and appeared to counteract potential advantages of employment. The effects of children in the household on distress were strongest in lower income families. The authors concluded that the strain of working and doing the majority of the tasks associated with raising

children increases distress among married women. Similarly, Parry (1986) concluded in his survey of working-class mothers with dependent children at home that they were at relatively higher risk for mental health problems. One potential flaw with the above studies is that they fail to control for the match between mothers actual role and role preference (i.e., working or stay at home mothers' preference to work or stay at home). For example, a traditional mother who felt she should stay at home may be more stressed if she were working.

In a major study conducted in London, working-class women with young children living at home were found to be five times more likely to become depressed than middle-income women (Brown, Bhrolchain, & Harris, 1975). Interestingly, they conclude that employment had a protective effect by improving economic status, increasing self-esteem and social contacts, and alleviating boredom.

Bryson et al. (1978) surveyed 196 professional couples in which both spouses were members of the American Psychological Association. Findings show wives of these dual career couples to be less satisfied than their husbands, moreover; wives become increasingly dissatisfied as number of children increase. That husband's satisfaction was not related to number of children is not surprising considering that women in this sample bore a disproportionate share of the burden for childcare. In general, research indicates that women share a disproportionate burden of child care responsibilities

(Gilbert et al., 1981; Hartzler & Franco, 1985; Heckman et al., 1977).

In a study examining two national datasets collected by the Survey Research Center in Ann Arbor Michigan, dual career wives demonstrated less marital satisfaction relative to their nonworking female counterparts (Staines, Pleck, Shepard, & O'Connor, 1978). When controls for family life-cycle stage and level of education were introduced, the negative effects were restricted to mothers of pre-school children and wives with less than a high school diploma.

Taken together the above findings indicate that while having minor children living at home clearly effects the psychological well-being of working women of all socioeconomic levels, women who are of working class and/or have lower levels of education are particularly at risk. A contributing factor to the working mother's level of distress seems relevant to assuming the majority of childcare obligations which, in turn, is compounded by children's age, and the number of young children at home.

Conjugal Role Expectations

Congruence in conjugal role expectations has been found to closely relate to psychological well being in employed women. Agreement among couples regarding a wife's role obligations - spouse, mother, employee has great implications for role adjustment. The "similarity hypothesis" has received extensive support in the marriage and family literature

(Hawkins & Johnson, 1969; Hicks & Platt, 1970; Ort, 1950). The similarity hypothesis assumes that congruence in values, expectations and behavior patterns within marital pairs reduces conflict. Other studies suggest evaluation of each spouse's role performance and the wife's conformity to husband's expectations to be especially influential in determining marital satisfaction. For example, Chadwick, Albrecht, and Kunz (1976) studied 775 couples and found that agreement about marital roles was the strongest correlate of willingness to marry the same person again, followed by evaluation of spouse's performance of the family roles. Hicks and Law (1971) both found that the wife's conformity to the husband's expectations is much more significant than husband's conformity to wife's expectations in explaining marital satisfaction. Notably, neither study examined the relationship between wife's conformity, her work status, and husband's contribution of financial resources to the marital pair.

In a major study, Ross, Mirowsky, and Huber (1983) examined the effects of a wife's employment on her depression. They also examined the husband's preference for her employment and the husband's assistance with housework. They surveyed a national sample of 680 United States households. Marital dyads were grouped into four marriage types defined by the behaviors and preferences that characterized their marital roles. The four types vary in order from most to least traditional. In

Type I, the wife is not employed, both she and her husband believe that her place is in the home, and the husband plays no part in housework or childcare. In Type II, the wife is employed, but both spouses feel her place is in the home and would prefer that she did not work for pay. The wives in this group maintained full responsibility for housework and childcare. In Type III, the wife is employed and both spouses approve but the husband still does not help at home. In Type IV the wife is employed, both spouses prefer this, and the household tasks are shared. The findings indicate that both spouses were less depressed when the wife's employment status is congruent with their preference (Type I or IV). Also, wives are less depressed if their husband's help with the housework, and significantly, husbands are not more depressed as a result of helping. The lowest level of depression was found in parallel-egalitarian marriages (Type IV), and the highest when wives work and husbands are opposed to their working (Type II). Although the level of education and income might have influenced these results these socioeconomic factors were not examined.

The findings of this study highlight three important factors. One, multiple role adjustment is mediated by a good match between spousal role expectations. Two, the husband's expectations (approval of wife's work status) and behavior (assisting with housework) seem of particular importance in facilitating the wife's psychological well-being. Finally, in

agreement with other research to be discussed below, it is indicated that a non-traditional conjugal role structure may serve a protective function on multiple role adjustment.

The results of one study imply that role congruence is more important for nonemployed wives. In Krause (1984) 300 married woman completed phone interviews structured to examine the relationship between conflicting sex role expectations, attitudes toward childcare and depressive symptoms. The data indicate that conflicting husband-wife sex role expectations about the female role, lead to heightened symptoms of depression among housewives but not among working women. Similarly, incongruent sex-role expectations indirectly lead to decreased satisfaction with the childcare role among housewives. They conclude that work can reduce the effects of marital stressors, but not the effects of childcare related stressors.

In sum, congruence in conjugal role expectations has been shown to influence psychological well-being in employed women. The husband's support and approval of his wife's work status, and a wife's conformity to her husband's expectations seem especially influential in determining role adjustment.

Spouse Support and Conjugal Role Structure

As suggested in the above research, two additional key variables effecting role adjustment in working women are spouse support and non-traditional conjugal role structure. Kessler and McRae (1982) support the notion that the husband's

positive attitude and/ or approval about his wife's employment outside the home leads to improved mental health among married women. In one study, work had a protective effect on working-class mothers of dependent children only when coupled with social support from their spouse or others (Parry, 1986). Elman and Gilbert (1984) found that such support also was associated with lower role conflict and greater coping effectiveness. In general, the findings indicate that both emotional and task oriented social support can mediate role strain.

The literature also supports the notion that the context in which roles are performed has a stronger influence on psychological well being than does the actual roles women perform. Woods (1985) examined what effect sex role expectations, task sharing support from a spouse and support from a confidant had on mental health. One hundred and forty married women were randomly selected from a population of registrants at a family health clinic and were interviewed about their marital roles and their mental health. The data indicate that women who had traditional sex role expectations, little task sharing support from a spouse, and little support from a confidant had poorer mental health than their counterparts. In addition, the importance of these variables was related to the woman's combination of roles. For women whose roles included spouse and parent, confiding support was most influential. Task sharing support was most important for

women who were employed but not parents, and non-traditional sex role norms had the most important protective effects on mental health of women who occupied all three roles of spouse, mother and employee. These findings suggest that an egalitarian role structure may serve a protective function.

Another study corroborates the finding that a non-traditional conjugal role structure has a positive effect on psychological well being. Keith and Schafer (1980), in a sample of two-job families, found that male depression was linked to involvement in "feminine" household tasks, and women were depressed if they evaluated their financial situation negatively and perceived their husbands as an inadequate provider; therefore, both sexes appeared to be somewhat disadvantaged by traditional attitudes toward the "provider" and "homemaker" roles.

The aforementioned literature suggests that role adjustment and improved psychological well being are closely related to congruent sex role expectations, social support from spouse and others, and an egalitarian conjugal role structure. While several factors related to multiple role adjustment have been identified, the literature has not attempted to address which of these variables as a whole are the strongest predictors of role adjustment. In addition, just as these contextual factors may help reduce role strain, women involved in multiple roles also employ other strategies to manage role demands which have been scarcely examined.

Coping Strategies

Despite acknowledging the stressful aspects of dual career living, couples often tend to evaluate their lifestyle positively. Obviously, wives committed to multiple role involvement must work at achieving a balance between the advantages and the disadvantages of their preferred lifestyle. Yet few studies have actually investigated the specific coping behaviors and strategies used by dual employed families. This is surprising considering that the literature clearly suggests that certain contextual variables can directly effect the well being dimensions of marital satisfaction, and depression.

To date, the literature is composed principally of studies which look at one particular coping pattern or summarize a broad range of strategies couples retrospectively report. Only a few studies actually examine the specific effectiveness of different coping patterns.

Haas (1980) investigated "role sharing" couples where husband and wife shared traditional sex-segregated roles. Both spouses, in the 31 couples studied, were either fully employed or spending roughly an equal number of hours on school related pursuits. A number of key strategies utilized by these role sharing couples were documented: cutting down on house work or giving it a lower priority; reserving weekends for family activities; anticipating if one spouse is offered a job in another city to either establish a long distance marriage, take turns holding job of choice or following the

spouse who has less marketable skills.

Weingarten (1978) in a study of professional couples distribution of involvement in the family, found couples "negotiate" a division of labor that allows women to compensate for the time they spend away from their children and men to choose the family work that is less threatening to their masculine identity. One study notes that in order to maintain their preferred lifestyle, dual career couples often narrowed their social circle by choosing friends with similar complementary lifestyles and lessening ties with kin relationships (St. John-Parsons, 1978). Additionally, most couples hired outside help (e.g., domestic help, live-in-staff) which lessened the number of responsibilities burdening the couple. This latter finding is corroborated by studies documenting that coping is associated with higher income (Bean et al., 1977; Voydanoff & Kelly, 1984). Quite simply, the higher the income the more couples are able to afford outside services.

In a literature review on dual career family stress and coping, Skinner (1980) divided coping strategies into two broad categories. The first, coping behavior within the family system included such tension reducing techniques as, defining their dual career patterns as advantageous, establishing priorities among and within roles, arranging to have flexibility and control over one's schedule, segregating one's work and family roles - (i.e., leaving actual work and

work problems at work,) compromising career aspirations to meet other role demands and establishing "tension lines" beyond which one cannot be pushed except at risk to self or their relationship (i.e., limiting amount of work related travel to no more than a week at a time). The second category, coping behaviors, involved external support systems consisting of securing hired help, associating with other career couples to validate chosen lifestyle, and negotiating flexible work schedules (i.e., job sharing, split location).

Finally, Skinner and McCubbin (1981) in an attempt to systematically identify coping behaviors in dual employed families developed the Dual Employed Coping Scales (DECS). Through a factor analytic procedure they arrived at four factors - maintaining family system, procurement of support, modifying roles and standards, maintaining perspective/reducing tension. Administration of DECS to 30 couples revealed that wives' attempts to modify roles and standards to maintain a work/family balance was associated with family adaptation. The wives from "extreme families" reported significantly greater use of coping behaviors which encourages child(ren) to be more self-sufficient. Husbands in "balanced" families differed from those in extreme families on two particular coping behaviors - "cutting down on the amount of 'outside activities' in which I can be involved" and "limiting my job involvement in order to have time for family." Additionally, husbands in extreme families preferred

coping strategies which focused on maintaining a positive perspective on the lifestyle and reducing tension and strain. It is suggested that for these families the husband's use of time for personal coping ("planning time for self to relieve tensions - jogging, exercising, meditation, etc.") may further strain a family already experiencing overload.

While an examination of how coping strategies relates to role adjustment is of key importance, the authors unfortunately do not explain how they distinguish "balanced" from "extreme" families in their sample making their conclusions somewhat unclear. Nevertheless, to their credit Skinner and McCubbin (1981), have actually attempted to provide couples with a list of potential coping strategies unlike other studies. Instead, most investigations have asked marital pairs to retrospectively report strategies that they have utilized. The problem with this technique is that often couples may be unable to report their coping behaviors on a free recall basis. Since coping behaviors over time may become ingrained, automatic, or acted upon without conscious awareness, a method which provides respondents with a comprehensive list of options should aide the respondent's ability to recognize their coping strategies and provide more specific data. While earlier studies were more exploratory, there is a growing need to examine coping strategies in a more systematic and comprehensive manner.

Hispanic Women in the Workforce

While the trend toward greater labor force participation is evident in all ethnic groups, including Mexican Americans who are the subject of this study, exceedingly few studies have attempted to investigate the impact of work on the Mexican American women and her family. It remains unknown whether variables such as conjugal role expectations and structure, number and age of children, spouse support, etc., thought to influence multiple role adjustment in Anglo American women will predict role adjustment in the lives of Mexican American women.

According to the U.S. Department of Labor (Workforce 2000, 1987), changes in the nation's demographics and economics, as we approach the year 2000, represents both a great risk and a great opportunity for minority and women workers. It is predicted that with fewer new young entrants into the workforce, employers will be eager for qualified people and more willing to offer employment and training to those they have traditionally ignored. At the same time, the types of jobs being created by the economy will demand much higher levels of skill than the jobs that exist today. Minority workers are not only less likely to have had satisfactory education and on the job training, but also they may have language and cultural differences that prevent them from taking advantage of the jobs that will exist. If Hispanic women are unable to cope with the growing demands of

the new workforce the opportunities work may provide them in the 1990's will be missed.

According to the Women's Bureau (1985) approximately 50 percent of all Hispanic women were in the workforce in 1984, which is somewhat lower than the rate of all women (54%). The former rate obscures differences among the various Hispanic ethnic groups, however, and mainly reflects the participation rate of Mexican women. Puerto Rican women had the lowest rate at 38 percent, compared with a high of 55 percent among Cuban women, and 51 percent for Mexican women. The unemployment rate for Hispanic women has decreased over the decade by almost two percentage points; however, it still remains about 3.5 percentage points above that for all other women. Hispanic women as a group also lag behind other women in the years of completed education. In 1984 Hispanic women in the population had completed 11.4 years of education compared with 12.6 years for all women. While Hispanic women are narrowing the education gap, the existing lag in education and training represents a potential risk to their workforce participation.

The most recent figures indicate that Hispanic family income was \$20,310, or about \$11,000 less than that of non-Hispanic families (\$31,610) (U.S. Bureau of the Census, 1989). Approximately 26 percent (1.2 million) of Hispanic families were below the poverty level based on 1987 income, that is, 2 1/2 times as high a rate as non-Hispanic families (10 percent).

About half of the Mexican American men in the civilian labor force in 1989 were in two job categories, "Operators, fabricators, and laborers" (30.7%), and "Precision production, craft, and repair." (19.8%) Mexican American women in the labor force were more likely to be employed in the following two areas, "Technical, sales, and administrative support" (36.8%), or "Service occupations" (24.6%). Mexican Americans (8.7% & 12.8%) lag greatly behind their non-Hispanic (27.6% & 27.0%) counterparts in the "Managerial and professional specialty" category. Notably, Mexican American women (12.8%) seem to have the edge on the men (8.7%) in the professional arena, while non-Hispanics appear to be nearly equal. These statistics are consistent with anecdotal reports that Mexican American women tend to be more easily employed than the men in their lives when they choose to be employed.

The Mexican American Family

Family Size and Configuration

Mexican Americans marry earlier in the life span than other racial/ethnic groups. Children are also born at a younger stage in their parents' lives, and in larger numbers (Ramirez & Arce, 1981). As noted above, studies examining the effects of dependent children living at home conducted with Anglo populations, demonstrated that the presence of younger children is associated with decreased psychological well-being, distress also increases incrementally as the number of children increases in the household. Additionally, coping

also seems to be positively associated to age at time of marriage (Voydanoff & Kelly, 1984). If these findings are generalizable, they have significant implications regarding the ability of Mexican American women to integrate the demands of the household and the work place.

For example, the size of Mexican American families, as measured by the number of persons per family, has gradually decreased over the past decade, declining from slightly over 4.5 to just over four persons per family; nevertheless, the Mexican American family size has consistently remained at least 25 percent greater than non-Mexican family size. Relatively large families, defined as six or more persons per household, remain a significant phenomenon for Mexican Americans. About 21 percent of all Mexican American families are this large in contrast to 13 percent for Puerto Rican families, 17 percent for African Americans, and only 8 percent for Caucasians (Ramirez & Arce, 1981). Similarly, Mexican American households are more likely than non-Mexican American households to have relatives other than spouse or child present. There are 23 such "other" relatives per 100 Mexican American households versus only 11 per 100 in the total population.

Mexican Americans as a whole are also younger than other groups. Their median age is approximately 21 years below the median age of the U.S. population. While only 54 percent of all non-Mexican American families have children under 18 years

of age at home, this is true for over 76 percent of Mexican American families.

There is no significant difference in the proportion of Mexican American women who marry and those women from other ethnic groups who marry; however, sizable and important differences do appear when one examines age at marriage. In the 18 and 19 year old cohort, over 40 percent of all Mexican American women have married, in contrast to 25 percent of other Hispanic women, 23 percent of White women, and 12 percent for African American women. Although the differences are not as pronounced, Mexican American men also marry at an earlier age than African American, Caucasian or other Hispanic men.

In summary, research examining family configuration variables, such as number and age of children, and age of parents, conducted with Anglos suggests that working Mexican American women may be at greater risk for decreased psychological well-being. Whether these findings are generalizable has yet to be demonstrated.

Family Structure and Character

There exists a great deal of controversy in the literature concerning the typical Mexican American family structure. The descriptions have been contradictory, expressing both negative and positive stereotypes, and at times failing to make distinctions according to such significant factors as national or regional area and social

class. Although not entirely free from stereotyping, Miller (1978) provides an excellent summary of the most widely accepted characterization of the traditional Mexican American family:

Elders command great respect and deference. Sex roles are rigidly dichotomized with the male conforming to the dominant-aggressive archetype, and the female being the polar opposite-subordinate and passive. The father is unquestioned patriarch-the family provider, protector, and judge. His word is law and demands strict obedience. Presumably, he is perpetually obsessed with the need to prove his manhood, often times through excessive drinking, fighting, and/or extra-marital conquests. The husband's machismo is striking contrasted by the behavior of his wife. Essentially confined to the home, she is bound up in all the duties entailed in being an exemplary wife and mother of a large family. Her activities beyond the home are limited to frequent visits with relatives. (p. 217-18)

The Hispanic family is typically cohesive, yet hierarchically organized by sex and age (Falicov, 1982). The Mexican American family functions at a high level of involvement, interdependence and control. These descriptions of the Hispanic family as structured and connected, conforms

to the dimensions of one of the adaptive, naturally occurring family structures identified in Olson's (1985) Circumplex Model.

As presented in Ramirez and Arce (1981), the literature on the Mexican American family, "La Familia," falls into four broad categories. First, there is an older, and often flawed, social science literature based mostly on observational field research in Mexico and occasional local surveys in traditional enclaves of the Mexican American population. In an attempt to establish a modal Mexican personality type/character, the unwritten assumption often made is that the Mexican family and the Mexican American family are isomorphic and one can extrapolate findings from one setting to another. Conclusions drawn by these studies generally attribute a pathological, detrimental character and role to the family. A prevailing feature of these studies is that they uncritically accept the concept of machismo as an explanation for all that is wrong with the Mexican and Mexican American family (Diaz-Guerrero, 1975; Lewis, 1959; McGinn, 1960; Penalosa, 1968) Rudoff's (1971) categorical denunciation of the Mexican American family and culture is also illustrative of this viewpoint:

"The family constellation is an unstable one as the father is seen as withdrawn and the mother as a self-sacrificing and saintly figure. The Mexican-American has little concern for the future, perceives himself as predestined to be poor and

subordinate, is still influenced by magic, is gang-minded, distrusts women, sees authority as arbitrary, tends to be passive and dependent, and is alienated from the Anglo Culture." (p. 236-237)

A second, often reactive literature, written mostly by Chicanos, was intended to counter the above myths and negative stereotypes. This literature characterized the Mexican American family in an idealized, romanticized, and equally empirically unsupported manner (Montiel, 1970; Murillo, 1971; Romano, 1973).

Third, in an attempt to clarify the conceptual confusion and distortion created by the larger body of literature, there exists a cluster of review articles that periodically attempt, typically with mixed results, to integrate the existent literature on the Mexican American family (Mirande, 1977; Ramirez & Arce, 1981; Rincon, 1971). Unfortunately, they often repeat the misconceptions found in this literature without presenting their own perspective on how to integrate these discrepancies. Rameriez and Arce (1981) present the most thorough of these reviews examining familial, social, and political influences on the lives and research conducted with the Mexican American people.

Ramirez and Arce (1981) state, some of the characteristics of the Mexican American family and gender roles noted in the literature may not necessarily be recent changes, but reflect long standing normative characteristics

that may not have been accurately observed and reported to date. "These characteristics seem novel largely as the result of the reexamination and reformulation by Chicano scholars of earlier data employing new and broader frameworks that do not inherently presume pathology and deficiency in the Mexican-American family and by the increasing use of systematic empirical data rather than descriptive and nonrepresentative data." (p. 19)

Fourth, there exists a small but rapidly growing number of articles and dissertations that are focused, data based, and more rigorously designed and conducted (Cromwell & Ruiz, 1979; Cromwell, Corrales, & Torsiello, 1973; Krause & Markides, 1985). The remainder of this literature review will examine several of these representative studies more extensively.

Albeit the conceptualization of modern Mexican American family life is undergoing critical reassessment and reformulation, typically, the traditional Mexican American family and gender roles are characterized as rigid sex and age ranked such that the older control the younger and the men order the women. While this may have depicted accurately the modal Mexican American family at some point in the past, recent empirical studies in the areas of male dominance, conjugal decision making, and the role of the woman in the family have challenged this traditional perspective. Furthermore, Olson (1985) emphasizes that all naturally

occurring family systems have their own strengths, as well as vulnerabilities which are more likely to be expressed under stressful conditions. Application of Olson's (1985) Circumplex Model suggests that under conditions of stress a family which is structured and connected may appear or become rigid and enmeshed. This perspective may be useful in shedding some light on earlier studies of poor, rural, Mexican families that lead to pathological characterization of the Mexican American family.

Role of the Mexican American Women and Conjugal Decision Making

Central to the traditional depiction of the Mexican American family as patriarchal is the absolute dominance of the male in the family. A series of frequently cited studies have critically called into question the role of male dominance in the Mexican American family (Cromwell & Ruiz, 1979; Cromwell et al, 1973; de Lenero, 1969; Hawkes & Taylor, 1975). These investigations conclude that the existence of a more egalitarian structure and process is more commonly present than previously assumed for Mexican and Mexican American families. Whether this egalitarian pattern exists as frequently in Mexican American as it does in Anglo families is currently unknown.

For example, Cromwell and Cromwell (1978) conducted structured interviews on inner city working class Caucasian, African Americans and Mexican American couples. Similarly,

they investigated their decision making structures across six typical situations (e.g., car to buy, see doctor, husband's job, money for food, children's play, children's treat). They concluded that egalitarianism is the norm within these working class marriages regardless of ethnic group membership.

While the results documented by these conjugal decision making studies are striking, their conclusions are limited on two counts. First, while the authors conclude that joint decision making is most common, it down plays the consistent finding that Mexican and Mexican American women make the fewest unilateral decisions, and attribute more power and influence to their husbands in these conjugal pairs. Furthermore, the husband's continued power and influence is highlighted by the finding the husbands felt the most power in selecting his job or deciding whether or not his wife should be gainfully employed (de Lenero, 1969; Cromwell et al., 1973). Conspicuously, neither study examined whether the wives were working or non-working outside the home. Both of these factors would seem to have great implications for the stressfulness of work role demands and role adjustment.

Second, the studies have been far from complete. The daily life situations examined by current research are very limited in their scope and do not account for other potentially important socioeconomic variables such as employment and education.

Challenging the findings of the above mentioned studies,

ybarra-Soriano (1977) and Bacca Zinn (1980) demonstrate joint decision makings to relate to Mexican American women's work status and education. Moreover, they found joint decision making to coexist within an entrenched patriarchal ideology when examining Mexican American couples.

Ybarra-Soriano (1977) conducted intensive interviews with 100 Mexican American couples in the Fresno, California area. She found that Mexican American families demonstrated a wide range of conjugal role patterns, from a patriarchal to an egalitarian structure, albeit the majority of Mexican American couples shared decision making. Level of acculturation, educational attainment, or income level were not found to effect the type of conjugal role relationship. More important was the impact wives' work status had on conjugal role structure. If the wife was employed outside of the household, there was a greater likelihood that she would share in decision making, thus, such couples would have a more joint role relationship than couples in which the wife was not employed.

Although Bacca Zinn (1980) arrived at similar conclusions, her sample is limited by the small sample size and a less representative sample. Over a ten month period she examined a sample of eight families, four with employed and four with nonemployed housewives, in an attempt to study the effect of outside employment on the relative power of wives in Mexican American families. At the time of the study, the

sample of employed wives was in the process of completing a four-year college degree. In general, the findings indicate that there were differences in family power between families with employed and nonemployed wives. Namely, "In all families where women were not employed, tasks and decision making were typically sex-segregated; however, in all families with employed wives tasks and decision making were shared" (p. 51). She explains that as women acquired more resources and skills, such as monetary funds and knowledge, they achieved greater equality in conjugal decision making. More importantly, despite the power differential between employed and nonemployed wives, the ideology of patriarchy was strongly asserted in all eight families. She states, couples took on new behaviors that were more congruent with the wives' economic and educational roles, but held on to ethnic customs in other areas of family life. The four families with shared power were more egalitarian than the others without renouncing their ethnic affiliation, thus maintaining a modern and ethnic identity simultaneously.

In addition to the above studies on conjugal decision making, others examining division of labor (e.g., housework and childcare, demonstrate a trend toward a more democratic/egalitarian approach to family roles among Mexican American families. Evidence of role sharing, with husbands and children sharing in typically feminine tasks, has been demonstrated; although, wives continue to share the greatest

task burden (Bacca Zinn, 1980; Grebler, Moore, & Guzman, 1970; Luzod, 1978).

The literature reviewed thus far suggests that either the power and influence of Mexican American women has been misrepresented, and /or changes are taking place that have resulted in a move toward egalitarianism. Mexican American women are involved in the dual strategies of attaining equality as women within the context of families and as minority group members in the general society. According to Bacca Zinn (1980), these two struggles are highly interrelated; as women gain more educational, economic, occupational and political power in society, they will probably increase their power within the family context.

Bacca Zinn (1980) notes that few researchers have examined the possibility that changes in traditional family patterns are fostered by specific familial conditions such as socioeconomic status, level of education, occupation, and residence. She reflects:

"family structure in industrial and urban societies has undergone a transition from a patriarchal pattern to one considered more egalitarian. Social scientists have viewed social and economic organization as the primary determinants of family organization ... Although this interpretation of changes in traditional family relationships is widely accepted, changes in ethnic or minority family structure are viewed somewhat

differently; cultural values rather than social and economic organization are thought to be the primary factors." (p. 48)

Bacca Zinn asserts that acculturation has been ascribed too great a role in its influence in shaping family patterns of Mexican Americans. She reasons that this narrow explanation underestimates the influence of social and economic conditions and, further implies that egalitarian marital roles and ethnic family patterns are mutually exclusive. One should question a framework which maintains that the Mexican American families move generationally through time becoming more acculturated and reaching an end point as a "modern American family" and thus ceasing to be "ethnic." Mexican American families can be bicultural, both modern and ethnic at the same time. As with families in general, Mexican American family roles are shaped or determined by a wide range of variables.

It seems appropriate to briefly examine current trends in the study of acculturation, in part since it is a key factor in the investigation of the Hispanic population. Acculturation is generally seen as an adaptive process of cultural adjustment. The acculturation process is initiated as a result of contact and interaction between two or more separate cultures. Conflict often ensues for immigrants in their efforts to minimize cultural differences. Born (1970) coined the term acculturative stress to describe the

inevitable conflict. To reduce the stress immigrants utilize various long-term and short-term strategies which is dependent upon the individual's internal resources, social support, and the actual types of stressors they experience. More specifically, acculturation is often distinguished from assimilation, which refers to a process in which immigrants from one culture become fully integrated into the social and political life of the host culture (Burnam, Telles, Karno, Hough & Escobar, 1987). Within this range numerous possibilities arise, such as, an individual might adapt to a new culture in such a way that a distinctive subcultural lifestyle is developed which differs both from their culture of origin and the host culture. On the other hand, the host culture may encourage new members to adopt its language and norms, but restrict access to occupations, social institutions, economic and political power, thereby preventing assimilation. In each of these scenarios, acculturation can occur without assimilation.

Among the various complexities of the acculturation model considered has been the "melting pot" versus the "bicultural identity" hypothesis (Alvirez & Bean, 1976; Domino & Acosta, 1987; Vega, Hough & Romero, 1983). Once again in contrast to the notion of assimilation, the bicultural hypothesis maintains that a member can attempt to adopt aspects of both their culture of origin and the majority culture without having full assimilation being the end result. Vega et al. (1983)

argue that the most effective form of psychosocial adaptation for Hispanic Americans may be "biculturalism." Griffith (1983) suggests that either choice, assimilation or biculturalism, is more conducive to psychological impairment.

Some investigators suggest that some traits tend to be assimilated faster than other traits that involve values or attitudes (Burnam et al., 1987; Mendoza & Martinez, 1981). Some of the factors contributing to the rate of acculturation include age and sex. Several studies have found age to be significantly related to acculturation (Cuellar, Harris & Jasso, 1978; Deyo, Diehl, Hazuda & Stern, 1985; Montgomery & Orozco, 1984). More specifically, it was found that younger persons acculturate more rapidly (Szapocnik, Scopetta, Kurtines & Arande (1978). Similarly, they found that acculturation occurs more rapidly among men than among women in a sample of Cuban American adults and high school students.

The process of adaptation is multidimensional and involves more than becoming knowledgeable of the language, norms and values of the new culture; it can involve a fundamental change which includes relearning the meanings of symbols, readjusting to a novel system of values, and relinquishing some old customs, beliefs and behaviors or creating new marriages between the old and new. Most important to remember is that the process of acculturation, the path an individual "selects," is dependent upon the individual's internal resources, social support, and the types

of stressors encountered, and that we can not underestimate the influence of social and economic conditions on the adaptation process.

The Impact of Work on the Mexican American Family

Despite the unprecedented numbers of Hispanic women entering the workforce and the predictable risks to their workforce participation (e.g., lags in education and training), few investigators have ventured to examine familial factors which might aid or hinder their role adjustment. Simply because many factors thought to effect multiple role demands have been identified using Anglo American populations, we cannot generalize these findings to Hispanic women without further investigation.

Studies conducted with Mexican American women have examined a handful of variables with mixed results; acculturation being the most widely studied variable. However, most investigations focus on the effects of acculturation on changing sex role behavior or attributions, rather than its effect on work status or role adjustment (Hartzler & Franco, 1985; Kranau, Green & Weber-Valencia, 1982; Tharp, Meadow, Lennhoff, & Satterfield, 1968). Generally, these studies conclude that greater acculturation is correlated with more liberal attitudes toward women and a change toward a more egalitarian conjugal role patterns. If this is so, acculturation should have a positive effect on working Hispanic women; however, current data are

contradictory on this point. For example, Kranau et al. (1982) found that higher acculturation is related with lower occurrences of stereotyped feminine behavior in the home, but indicates that the lower incident of feminine behavior is more of a movement toward broadening role behavior as opposed to a rejection of feminine behavior. The Kranau et al. (1982) findings are supported by Bacca Zinn (1980) who found traditional ethnic values to coexist with modern values and behaviors in her sample of Mexican American families; however, she emphasizes the impact of employment and education on marital roles.

Hartzler and Franco (1985) compared Mexican American and Anglo couples on division of household tasks and perception of equity of the task division in the home. They found no significant differences between the two cultural groups, nor between high and low acculturated Mexican Americans. The greatest difference was between husbands and wives, with wives carrying the greater burden of household responsibilities regardless of whether they worked to support the family or were students. Ybarra (1982) established that work status and not acculturation had the strongest impact on division of household and childcare tasks among Mexican American marital pairs. She states that if the wife is employed there is greater likelihood that the conjugal role structure will be egalitarian, and that household and childcare chores will be shared between spouses; therefore, the findings regarding the

impact of acculturation on integrating work and family roles is unclear.

Only three studies relate more directly to the topic of the current investigation. In a sample of Hispanic women professionals, composed mainly of Puerto Ricans, Cubans and only some Mexican Americans, those who had husbands who were not Hispanic and who were supportive of their work were likely to experience less stress in managing family and professional roles. Women who expressed more satisfaction with their professional life were more likely to have higher income, not have young children, and receive more peer support (Amaro, Russo, & Johnson, 1987). The findings of this study suggest that congruent role expectations, and acculturation (demonstrated by the choice of a non-Hispanic spouse) may, in fact, have a protective effect on dual employed Hispanic married couples.

In two studies examining Hispanic couples and wives, egalitarian role structure was associated with marital satisfaction. Bean, et al. (1977) interviewed Mexican American husbands and wives and found them to be more satisfied with their marriage when there are fewer children and when the conjugal power structure is more egalitarian, although husbands were less satisfied when the wife worked, and wives were less satisfied when they worked voluntarily. Rogler and Procidano (1989) examined Puerto Rican families across three generations and determined a generational shift

toward an egalitarian marital role structure. More importantly, in each generation of wives, marital satisfaction is associated with egalitarian spouse roles.

While the above studies examined some of those variables of interest to this investigation, their findings are limited in that two of the three studies were conducted with a population other than Mexican Americans (Amaro, et al., 1987; Rogler and Procidano, 1989. The third study (Amaro, et al., 1987) is limited in its generalizability in that it examined only professional marital pairs which is not representative of the majority of the Mexican Americans. Furthermore, conspicuously absent from the Mexican American working women's literature are studies concerned with attempts at coping or a focus on the positive aspects of multiple role involvement that is demonstrated in the Anglo working women's literature.

The research examining family configuration and structure variables, such as number and age of children, age of parents, and conjugal role structure conducted with Anglos suggests that Mexican American working women may be at greater risk for decreased psychological well-being. For every indicator of risk, Mexican Americans score in the negative direction. For example, they marry earlier in the life span than other racial/ethnic groups, children are born at a younger stage in their parents' lives, and in larger numbers (Ramirez & Arce, 1981). Regarding marital structure, the literature reviewed suggests that while the power and influence of Mexican

American women may have been misrepresented, changes are taking place that have resulted in a move toward egalitarianism. Whether this egalitarian pattern exists as frequently in Mexican Americans as it does in Anglo marriage is currently unknown, especially considering findings that demonstrate joint decision making structures to coexist with entrenched patriarchal role attitudes (Ybarra-Soriano, 1977; Bacca Zinn, 1980). Likewise, socioeconomic variables such as average income level, educational attainment and job training may place Mexican American working women at a disadvantage.

Whether the reported findings conducted with Anglos are generalizable has yet to be demonstrated. If the above findings are applicable to Mexican American working women, they would have significant implications regarding their ability to integrate the demands of the household and the work place. Questions remain regarding their relative risk status around multiple role adjustment. Are Mexican American working women at a high risk for poor adjustment or are their mediating variables which serve a protective function? Given the state of the literature, we do not know for either of these groups which of the above variables are the greatest predictors of adjustment. Examining these variables may help to explain: 1) if Mexican American working women are in fact at higher risk for decreased psychological well-being; 2) what mediating variables serve a protective function in decreasing the impact of the many demands created by multiple

role adjustment.

While findings based on the handful of studies carried out with a Mexican American population may imply that similar to Anglos, the presence of young children in the home, income level, and especially conjugal role expectations and structure are related to multiple role adjustment among Mexican Americans, these same findings further highlight the need for additional and more thorough research of these factors with a particular emphasize on comprehending the variables relative predictive power.

Summary of the Literature

Over the past two decades women have entered the paid labor force in unprecedented numbers. Hispanic women in particular are expected to make up the majority of this dramatically growing market. However, Mexican American working women are in double jeopardy due to lags in educational attainment and the stress of a changing traditional family structure. In addition, it has been documented that Mexican American families are formed earlier in the life span, children are born at a younger stage in their parents' lives, and in larger numbers than for other racial/ethnic groups. All of these variables may have significant impact on Mexican American womens' ability to integrate the demands of the family and the workplace. If Hispanic women are unable to cope with the growing demands of the new workforce, the opportunities may provide for them in

1990's will be diminished.

Although acknowledging stressful aspects of multiple role involvement, most employed Anglo women evaluate their lifestyles positively. Role adjustment appears to be facilitated by a number of contextual variables - income, number and age of children, congruent sex role expectations, spouse support, and an egalitarian conjugal role structure. Nevertheless, while several factors have been identified, the literature has not attempted to address these variables as a whole in order to determine in relationship to one another which are the strongest predictors of role adjustment. While we have gained a better understanding of which contextual factors affect role adjustment and psychological well-being among Anglo populations, there is a need to examine whether these same factors are associated with effective coping in dual employed Mexican American families.

It is difficult to draw any definite conclusions regarding the factors affecting effective integration of multiple roles since the targeted variables have not been studied in relationship to one another in order to understand their relative predictive power. It is also significant that few studies have actually examined specific coping strategies and behaviors utilized by working women. Moreover, even fewer researchers have investigated the relative importance of those variables thought to relate to multiple role adjustment among working women of varying cultural backgrounds based on

familial and socio-cultural factors, nor have they examined the similarities and differences in coping patterns utilized by these groups.

Present Study

The purpose of this study was to investigate the ways in which both Mexican American and Anglo American women have attempted to cope with and integrate the many demands of their multiple roles -wife, mother and employee. This study explored the relationship between several variables thought to predict multiple role adjustment: coping strategies, age and number of children, socioeconomic status, conjugal role expectations and structure in an attempt to understand how Mexican American women integrate the demands of work and family. A sample of Anglo American women were studied for comparative purposes. The role of acculturation in multiple role adjustment among Mexican American women was also explored.

It was expected that this study would reveal the relative importance of several factors thought to influence the effective integration of multiple roles. The targeted variables - coping strategies, age and number of children, socioeconomic status, conjugal role expectations and structure, were analyzed in relationship to one another in order to understand their relative predictive power in determining role adjustment. The criterion variables utilized to ascertain multiple role adjustment were: marital

satisfaction, life satisfaction and self-esteem. Acculturation is expected to account for additional variance in role adjustment among Mexican American working women.

Socioeconomic status was thought to be the most powerful overall contributor to role adjustment among Mexican Americans and Anglo Americans. The other factors studied were thought to be effected secondarily to social class, accounting for the remaining variance. Acculturation was expected to be the second most predictive factor in explaining role adjustment among Mexican American working women, since it is likely to have a primary effect on the other variables studied such as, conjugal role structure and expectations, and number of children.

CHAPTER III

METHOD

subjects

The participants for this study were 216 married working women recruited from two Chicago Catholic parishes, and various facilities which serve or employ women (Berwyn Township Daycare, Erie Family Health Center, Junior Achievement, Mujures Latinas En Action, North Shore Montessori, South Lawndale Family Health Center). These institutions were selected because they contained both Anglo and Mexican American women populations. In addition, these sites increased the likelihood of reaching individuals across a broader range of socioeconomic groups. The sample consisted of 108 Anglo and 108 Mexican American married working women. Since women of childrearing years are central in understanding multiple role adjustment, women in their 20's, 30's and 40's were recruited for the study.

Tables 1, 2 and 3 present demographic information separately for the two study samples. The subjects in this study were generally in their mid-thirties, and in long standing marriages of ten years on the average. The households of the women studied were usually composed of two parents and two to three children ranging in ages from 1 to

Table 1

Demographics: Selected Characteristics of the Ethnic Groups
in the Study Sample

Group	Mexican (N=108)	Anglo (N=108)
Age		
20-29	30	26
30-39	48	50
40-49	22	24
Mean Age in Years	34.16 (SD=7.15)	34.66 (SD=6.43)
Religion		
Catholic	81	1
Protestant	1	57
Other	18	42
Socio-Economic Status ^a		
I	10	26
II	20	50
III	33	19
IV	28	5
V	9	0
No. Years Married		
1-5	19	34
6-10	36	28
11-19	31	26
20-25	7	7
26+	7	5
No. of Children		
0	9	27
1	12	19
2	38	28
3	24	16
4	6	4
5+	11	6

(continued)

Table 1 (continued)

Group	Mexican (N=108)	Anglo (N=108)
Age of Children		
Preschool (1-3)	14	23
School Age (4-12)	51	51
Adolescent (13-18)	28	18
Young Adult (19-25)	7	8

^abased on Hollinghead & Redlich, 1958)

Note: Data listed as percentages.

Table 2

Demographics: Employment and Education Characteristics
of Study Sample

Group		Mexican (N=108)	Anglo (N=108)
Employment			
Wife:	Full Time	82	68
	Part Time	18	32
Husband:	Full Time	86	92
	Part Time	4	5
	Unemployed	10	3
Highest Educational Level Attained			
Wife:	Grade School (0-8)	17	0
	High School (9-12)	36	22
	Partial College or Specialized Training	21	27
	College Graduate	21	22
	Graduate Training (with degree)	5	29
	Husband:	Grade School (0-8)	39
High School (9-12)		24	22
Partial College or Specialized Training		17	21
College Graduate		11	25
Graduate Training (with degree)		9	32
Occupation			
Wife:			
	Major Business or Professional	9	27
	Med. Business, Minor prof., Technician, Skilled craftsmen,	35	45
	Clerical or Salesworkers	27	20
	Machine operators, semiskilled worker	16	5
	Unskilled laborers, menial service workers	13	3

Table 2 (continued)

Group	Mexican (<u>N</u> =108)	Anglo (<u>N</u> =108)
Husband:		
Major Business or Professional	12	31
Med. Business, Minor prof., Technician, Skilled craftsmen, Clerical or Salesworkers	16	33
Machine operators, semiskilled worker	25	23
Unskilled laborers, menial service workers	23	6
	24	7

Note: Data listed as percentages.

Table 3

Conjugal Role Expectations: Preference for Wife's Role

		<u>Wife's Role Preference</u>		
		Homemaker	Employed	Both
		10.3	4.7	14.0
<u>Husband's Role Preference for Wife</u>	Homemaker	7.5	.9	7.5
	Employed	2.8	11.2	12.1
		1.9	12.1	15.0
	Both	4.7	3.7	36.4
		2.8	4.7	47.7

Note: Bold face are data, listed as percentages, for Mexican sample. (Non-boldface are Anglo sample data.) Diagonal are instance of conjugal role congruence for traditional scoring; all non-diagonal cells reflect non-congruence. For wife's personal preference, columns 2 & 3 indicate congruence between wife's work status and preference whereas column one reflects incongruence.

25. Regarding work status, the majority of the women studied indicated that they were employed full-time (75%). While the participants represented a range of socio-economic classes, they were typically of lower-middle to middle income and identified themselves as either Catholic or Protestant.

On average, the Mexican American women were slightly younger ($M=34.17$) than the Anglo women ($M=34.66$) and had been married longer ($M_s=11.21, 9.97$), respectively. These differences were not statistically significant ($t(211)=.53, ns$; $t(212)=-1.24, ns$). However, Mexican American ($M=2.46$) tended to have significantly more children than their Anglo ($M=1.66$) counterparts ($t(212)=-3.80, p\leq.001$.) (See Table 1.)

Representative of the United States population at large, the majority (77%) of the Anglo sample fell within the higher socioeconomic classes - I and II (Hollingshead & Redlich, 1958). While all ranks of socioeconomic classes were represented by the Mexican Americans in this sample, the majority (70%) of them fell within the lower three classes (III, IV & V). The differences in SES between Anglos and Mexican Americans were statistically significant as demonstrated by a Chi-square analysis ($\chi^2=58.03, p\leq.001$).

Although many religious denominations were represented by both samples, Mexican Americans were typically Catholic (81%) and Anglos generally identified themselves as Protestant (57%).

Materials

The questionnaire packets utilized in this investigation, both English and Spanish versions, are presented in Appendix A. Each packet contains five measures which are discussed below.

Demographic Information. The demographic information on the participants was obtained from a face sheet which was completed first. Information pertaining to education and occupation were obtained in order to use Hollingshead's Four Factor Index of Social Status as a measure of socioeconomic status. (See Appendix A.)

Conjugal Role Expectations. Also on the face sheet, each woman is asked for both her's and her husband's preference for her own role(s): to be a homemaker, to be employed, or to be both a homemaker and employee. Information regarding preference for employment was used to determine congruence in conjugal role expectations. Conjugal role expectations/preference was scored traditionally and according to the wife's preference regarding employment.

Traditionally, congruence is measured by the match in agreement or disagreement between the wife and her spouse's preference regarding the wife's role (homemaker, employed, or both). In this case, there are nine possibilities as depicted in Table 3. Three reflect congruence and six do not. (See Table 3.)

However, with this population of working women, this

traditional manner of scoring congruence in conjugal role expectations does not account for the subject's employment. For example, we may have a subject who is considered congruent because both she and her spouse prefer her to be at home, but she is actually working; therefore, an alternate method of scoring role congruence was developed. According to this method, labeled personal role preference, congruence is measured by the match between what the wife prefers to be doing and what is her actual role (homemaker, employed, or both). According to this method of scoring, six of nine possibilities are congruent. For example, the wife is employed and prefers to be employed. Three groups were labeled incongruent. For example, the wife is employed but prefers to be at home. Refer to Table 3 for further information on this variable.

Marital Adjustment/Satisfaction. The Short Marital Adjustment Test (SMAT) developed by Locke and Wallace (1959) was chosen for its brevity and practical application, and ability to discriminate between satisfied and dissatisfied couples. The SMAT has demonstrated high reliability with Spearman-Brown formula corrected split-half reliability reaching .90 (Locke & Wallace, 1959). The instrument is composed of 15 items with four to seven point weighted rating scales. Subjects are asked to rate the degree of marital satisfaction and amount of agreement and disagreement across various dimensions, i.e., matters of recreation,

demonstrations of affection, handling family finances. Marital satisfaction scores are calculated by taking a sum total of all 15 items. Higher scores are indicative of greater marital satisfaction. The SMAT can be found on page two (questions #1-15) of the questionnaire.

Life Satisfaction. This scale was derived from Bryant and Veroff (1984) who developed a series of subjective well-being /mental health measures based on factor analytic examination. The general life satisfaction measure is a one item scale. The item reads, "taking things all together, how would you say things are these days - would you say you're very happy, or not too happy these days?". Respondents then indicate whether they are very happy, pretty happy, or not too happy. Higher scores on this item indicate a greater degree of happiness.

Two additional related items asked respondents to make a subjective assessment of how their current life as a working woman compares with their life: 1) before they began to work, and 2) when working, but before they had children. These last two scale items are scored categorically according to their indication of one of four possible responses. The subject's possible responses are: 1) past happier than present, 2) present happier than past, 3) past equally happy as present, or 4) not applicable. The two additional related items were not analyzed for the purposes of this study. The Life

satisfaction Scale is located on page two of the questionnaire (questions #16-18).

Marriage Type/Domestic Responsibility Scale (MTDR).

This measure is derived from Gaddy, Arnkoff and Glass (1985). Based on their original investigation and recommendations, The Marriage Type scale and The Domestic Responsibility scale (MTDR) were combined here because of their similar content. In Gaddy et al's. (1985) original study, the Marriage Scale demonstrated moderate internal consistency (.67) while The Domestic Responsibility scale yielded a lower coefficient (.42). In the current study, the combined measure demonstrated adequate internal consistency (.70) following modification. Originally, the 10 items were keyed True or False. To further improve the measure's reliability, statements were rated on a 5-point Likert-like scale. The possible responses were: strongly agree, moderately agree, agree slightly, moderately disagree, and strongly disagree. Scoring of items is such that higher values indicate a higher degree of egalitarian conjugal role structure. The MTDR can be found on page three of the questionnaire (questions #1-10).

Self Esteem Scale. This scale was derived from Bryant and Veroff (1984) who developed a shortened version of Rosenberg's Self-Esteem Scale (1965). It was chosen for its reputation as a well established measure of self esteem, its brevity, and its compatibility to the questionnaire format used in this study. This shortened version has demonstrated

adequate reliability with Chronbach's alpha, from one study to another, ranging from .65 to .85.

The scale is composed of three items and asks subjects, "How often are these true for you: often true, sometimes true, rarely true, never true." A score is calculated for the scale by summing the respondents score for each of the items. Scoring of items is such that higher values indicate more positive self esteem. This instrument can be located on page nine of the questionnaire.

Coping Strategies. The Dual Employed Coping Scales (DECS) were developed by Skinner and McCubbin (1981) in an attempt to systematically identify the coping behaviors couples find useful in managing work and family roles when both spouses are employed outside the home. The original DECS consists of 58 items divided into four factors - Maintaining, Strengthening and Restructuring the Family System (I), Procurement of Support to Maintain Family Roles (II), Modifying Roles and Standards to Maintain a Work/Family Balance (III), Maintaining a Positive Perspective on the Lifestyle and Reducing Tension and Strains (IV). Each of the four factors had respectable internal reliabilities of .72 or above. However, characteristics of the population used in deriving the original factors are unclear.

Although the DECS has made a significant contribution to research in understanding dual employed families, it is exploratory and not free from methodological limitations. For

instance, the final four factors were obtained using a very small (n=60) and nonrepresentative sample. By re-analyzing the original 58 items, we can examine whether or not the original factor structure will hold up with ethnically and socio-economically diverse populations.

Separate factor analyses conducted on Mexican and Anglo groups revealed few differences in item groupings. The finding of few differences based on ethnic status argued for a pooled factor sampling. Consequently, scale items were then re-factored using data from the entire study sample. A maximum likelihood factor analysis was conducted on the pooled data. Using the criterion of an eigenvalue of 2.8 or greater, and with the last factors accounting for only a small percentage of the variance, it was decided to limit the modified coping measure to four factors. The final four factors obtained for this study accounted for 31 percent of the variance. Only 40 of the original items were retained and eighteen items with factor weights less than .30 were dropped.

While some of the themes were similar to the original DECS a somewhat different four factor solution was obtained. Among both ethnic samples, three of the four factors had respectable internal reliabilities of .70 or above, only Factor IV had a low reliability (.50). For each group Factor IV was internally the weakest (.63 for Mexicans, .29 for Anglos). The final factor items, weights and reliabilities can be found in Appendix B.

Family Maintenance and Planning (I) is composed of 20 items centering on behaviors used both at home and at work which facilitate family maintenance. A central theme of this pattern is the utilization of organizational skills to plan and restructure family life and consists of items such as "planning for family time together in our schedule" and "planning work changes... around family needs." A second theme reflects a sense of equitability for all family members as well as a concern for individual family members (i.e., "working out a fair schedule of household tasks for all family members" and "planning time for myself to relieve tensions").

Career Oriented Belief System (II) contains eight items which reflect the use of more internal resources such as cognitive beliefs which reinforce the dual career life style. A core theme is that work is enhancing or beneficial both for the family and oneself (i.e., "believing that we are good role models for our children by our both working" and "believing that working is good for my personal growth").

Establishing and Stabilizing Role Involvement (III) is composed of six items which represent behaviors aimed at delineating and assigning roles and limiting or narrowing outside involvement. The central theme suggests a movement towards stabilizing and limiting role involvement by identifying individuals who will be responsible for particular tasks (i.e., "identifying one partner as primarily responsible for household tasks" and "identifying one partner as primarily

responsible for bread winning"). Several scale items suggest a traditional division of labor, but do not exclude the possibility of task assignments based on some criteria other than sex. A second theme implies a focusing of attention on the family by narrowing or limiting of outside activities (i.e., "eliminating certain activities" and "cutting down on the amount of outside activities...home entertaining, volunteer work, etc.").

Modifying Household Standards and Securing Goods and Services (IV) is composed of a mixture of items reflecting a modification of household standards and the acquiring of more goods and services. There are six items in this pattern including such behaviors as "leaving some things undone around the house..." and "hiring outside help to assist with our housekeeping and home maintenance".

Subjects were instructed to first read the total list of coping behaviors and then to decide how well each statement describes their coping. Respondents circled the number indicating their level of agreement from (1) strongly disagree to (5) strongly agree. Four subscale mean scores were calculated by summing the respondents score for each of the items on each factor and dividing by the appropriate number of items.

The DECS may be found on pages five through seven of the questionnaire.

Acculturation Index. The Acculturation Rating Scale for

Mexican-Americans (ARSMA) developed by Cuellar, Harris, and Jaso (1980) was chosen for its applicability to the Mexican Americans population used in this study. Cuellar et al. (1980) devised this scale to be suitable for use with Mexican Americans of varying socioeconomic, educational, and linguistic levels, as well as with either a normal or clinical sample. The ARSMA has demonstrated high levels of reliability and validity with both clinical and normal adult Mexican American populations (Cuellar et al., 1980; Montgomery & Orozo, 1984), as well as normal adolescents (Garcia, 1987). The original ARSMA consists of 20 items to be scored on a 5-point Likert scale ranging from (1) Mexican/Spanish to (5) Anglo/English; however, a shortened version used on a large sample of Mexican Americans adolescents demonstrated high internal reliability (.81) (Garcia, 1987). The shortened acculturation scale consists of 14 items by dropping several items (#'s 11, 14, 15, 16, & 19) and combining others (#'s 6 & 7). This shortened version was used in this study.

An average acculturation score is computed by summing all item scores and dividing by 14. According to the original scoring (Cuellar et al., 1980) five types of Mexican Americans can be derived based on the following scores: Type I: very Mexican (1.00 - 1.99), Type II: Mexican-oriented bicultural (2.00 - 2.79), Type III: Anglo-oriented bicultural (2.80 - 3.20), Type IV: true, or syntonic bicultural (3.21 - 4.00), Type V: very Anglicized (4.01 - 5.00). The acculturation

scale was administered to the Mexican Americans sample only and was found to be highly reliable (.88). Subjects ($n=101$) were represented across five generations in the United States; 1st generation ($n=47$), 2nd generation ($n=37$), 3rd generation ($n=12$), 4th generation ($n=3$) and 5th generation ($n=2$). For the sample ARSMA ranged from 1.08 - 4.54; with a sample mean of 2.69 ($SD=.80$) which would place most respondents in the Mexican -oriented bicultural category. Subjects were distributed across all five types identified by Cuellar et al. (1980): I ($n=25$), II ($n=24$), III ($n=23$), IV ($n=24$), and V ($n=1$). In general, the current sample of Mexican American working women is characterized by first and second generation individuals who were evenly distributed across all but one of the categories (very Anglicized). Thus, this study sample appears to be under representative of highly acculturated Mexican American married working women. The ARSMA can be located on page eight of the questionnaire.

Procedure

The subjects were secured in the following manner. Participants were recruited from both church and various facilities which serve or employ women in the community. The contact person in each organization was asked to identify groups/individual's interested in participating in the project (staff meetings, Women's Leadership Group, Junior Achievement tutors, day care parents).

Women were asked to participate voluntarily in a study

that was assessing how women manage their role responsibilities, how satisfied they are with their role choices, and what adjustments they had made to make their lifestyle work. Subjects were told that they were free to discontinue participation in the study without penalty, and that their confidentiality and anonymity would be secured (See Consent Form in Appendix A.). After the consent form was read out loud in the appropriate language(s), participants were asked if they preferred to complete a questionnaire in English or Spanish. The examiner remained in the room throughout the administration and answered respondents questions. In the case when the facility contact person distributed questionnaires, the contact person made herself available by phone or in person for questions or feedback concerning the survey.

The survey return rate was approximately 93 percent. A few women chose not to participate in the study because they felt that the study did not interest or pertain to them, and some stated that their husbands would not allow them to participate.

In order to ensure confidentiality, subjects interested in the study's results were informed that an abstract of the study's findings would be made available to them through their facility contact person upon request. In exchange for their participation, the investigator gave a presentation at two different facilities which provide direct service to women in

the community. The in-services were given during staff meetings and were on the topic of Mexican American working women's issues.

CHAPTER IV

RESULTS

Preliminary Analyses

A series of preliminary analyses were conducted on the study samples to determine if there were any significant differences between groups on congruence in conjugal role expectations, personal role preference, and conjugal role structure. As noted earlier, the two samples were similar demographically with the exception of number of children and SES. Mexican and Anglo women did not differ significantly in degree of congruence in conjugal role expectations, personal role preference, or conjugal role structure. The majority of Mexican (57%) and Anglo (68%) working women in this sample and their spouses held congruent conjugal role expectations (see Table 4). Although a substantial portion of the Mexican (43%) and Anglo (33%) wives had role preferences different from their spouses, these women perceived themselves to be in roles that were congruent with their personal role expectations. For example, the majority of Mexican (82%) and Anglo (87%) women perceived themselves to be matched with their preferred role. Moreover, there were no significant differences between either Mexicans and Anglos with regards to personal role

Table 4

Measures: Selected Characteristics of the Ethnic Groups in Study Sample on the Predictor and Criterion Variables

<u>Measure:</u>	<u>Group</u>	<u>Mean</u>	<u>SD</u>	<u>Range of Scores</u>
<u>Marital Satisfaction</u>	Mexican	97.43	32.94	12 - 156
	Anglo	114.08	25.42	22 - 157
<u>General Life Satisfaction</u>	Mexican	1.94	.73	2.0 - 3.0
	Anglo	1.56	.60	1.0 - 3.0
<u>Self Esteem</u>	Mexican	3.69	.45	2.0 - 4.0
	Anglo	3.85	.33	2.7 - 4.0
<u>Conjugal Role Structure</u>	Mexican	2.86	.72	1.3 - 4.2
	Anglo	2.93	.60	1.5 - 4.4
<u>Coping Pattern I</u>	Mexican	3.77	.67	.25 - 5.00
	Anglo	3.66	1.03	1.85 - 4.65
<u>Coping Pattern II</u>	Mexican	3.53	.78	.75 - 5.00
	Anglo	3.51	.88	1.00 - 5.00
<u>Coping Pattern III</u>	Mexican	2.79	1.00	.67 - 5.00
	Anglo	2.87	.91	.67 - 4.83
<u>Coping Pattern IV</u>	Mexican	3.04	.73	.33 - 5.00
	Anglo	3.16	.79	.83 - 4.50

expectations ($\chi^2=1.26$, ns).

Regarding conjugal role structure, both Anglo ($M=2.86$, $SD=.60$) and Mexican American ($M=2.86$, $SD=.72$) women were found to be neither very traditional nor very egalitarian, but rather some combination of both. A t-test ($t(205)=.79$, ns) showed no significant differences between ethnic groups. Examining the study samples along the criterion variables, Anglos were found to be significantly more satisfied in their marital relationships ($t(199)=4.14$, $p\leq.001$) and to have significantly higher self esteem ($t(117)=2.44$, $p\leq.01$) than their Mexican counterparts. However, Mexicans demonstrated greater life satisfaction ($t(202)=-4.15$, $p\leq.001$) than Anglos. Among both samples, higher levels of marital satisfaction were significantly correlated with higher levels of life satisfaction. While self-esteem was correlated with both life and marital satisfaction the relationship was not very strong (see Tables 5 and 6).

Both Anglos and Mexicans demonstrated similar preferences for coping behaviors. A series of T-tests revealed no significant differences between ethnic groups when compared along each of the four identified patterns. A series of within group paired T-tests revealed a similar pattern of preference for utilizing the four identified types of coping behaviors. Both groups reported using the four coping styles in the following order of frequency: Family Maintenance and Planning (I), Career Oriented Belief System (II), Modifying

Table 5

Correlations Among Marital Satisfaction, Life Satisfaction
and Self Esteem for Mexican Study Sample

	<u>Mart. Satf.</u>	<u>Life Satf.</u>	<u>Self Esteem</u>
<u>Marital Satisfaction</u>	1.0000	-.6805**	.4135**
<u>Life Satisfaction</u>		1.0000	-.4424**
<u>Self Esteem</u>			1.000

** $p \leq .01$

Table 6

Correlations Among Marital Satisfaction, Life Satisfaction
and Self Esteem for Anglo Study Sample

	<u>Mart. Satf.</u>	<u>Life Satf.</u>	<u>Self Esteem</u>
<u>Marital Satisfaction</u>	1.0000	-.7161**	.2686**
<u>Life Satisfaction</u>		1.0000	-.3127**
<u>Self Esteem</u>			1.000

** $p \leq .01$

Household Standards and Securing Goods and Services (IV), and Establishing and Stabilizing Role Involvement (III) (see Tables 7, 8 and 9).

Overall, the most frequently used coping behaviors concerned the use of organizational and planning skills to guide and direct family life (Pattern I). These organizational skills are used in an effort to accomplish necessary family tasks and to do so in a manner that reflects a sense of equitability for individual family members. The second most endorsed coping pattern reflects the use of cognitive strategies and resources. Pattern II, Career Oriented Belief System, indicates the need of both Anglo and Mexican women to self support and reinforce their multiple role efforts by maintaining beliefs that their chosen lifestyle is enhancing to themselves as well as their families.

To a lesser degree, the working woman sampled might modify their household standards and procure outside help or other goods and services which might facilitate task accomplishment (Pattern 3, Establishing and Stabilizing Role Involvement). Last on the list of coping styles, the women considered behaviors meant to more clearly define and assign roles, and to limit and narrow involvement outside the family.

Main Analyses

To test the study's hypotheses, a total of twelve separate stepwise regression analyses were conducted. The

Table 7

Coping Styles of Ethnic Groups in Study Sample

<u>Coping Style:</u>	<u>Mean</u>	<u>SD</u>	<u>t Value</u>	<u>df</u>	<u>Range of Scores</u>
<u>Coping Pattern I</u>					
Mexican	3.77	.67	-.89	209	.25 - 5.00
Anglo	3.66	1.03			1.85 - 4.65
<u>Coping Pattern II</u>					
Mexican	3.53	.78	-.23	202	.75 - 5.00
Anglo	3.51	.88			1.00 - 5.00
<u>Coping Pattern III</u>					
Mexican	2.79	1.00	.61	205	.67 - 5.00
Anglo	2.87	.91			.67 - 4.83
<u>Coping Pattern IV</u>					
Mexican	3.04	.73	1.18	204	.33 - 5.00
Anglo	3.16	.79			.83 - 4.50

Note: See text (pp.51) for explanation of patterns of coping. No significant differences noted.

Table 8

Paired T-Test Analyses of Coping Styles for Mexican StudySample

<u>Coping Style:</u>	<u>Mean</u>	<u>SD</u>	<u>t Value</u>	<u>df</u>
<u>Pattern I</u>	3.83	.92	4.28*	101
<u>Pattern II</u>	3.53	.88		

<u>Pattern I</u>	3.90	.81	12.83**	99
<u>Pattern III</u>	2.79	.91		

<u>Pattern I</u>	3.83	.92	9.97*	101
<u>Pattern IV</u>	3.04	.79		

<u>Pattern II</u>	3.59	.80	8.20*	99
<u>Pattern III</u>	2.79	.91		

<u>Pattern II</u>	3.53	.88	6.91*	101
<u>Pattern IV</u>	3.04	.79		

<u>Pattern III</u>	2.79	.91	-3.34*	99
<u>Pattern IV</u>	3.09	.71		

** $p \leq .0001$ * $p \leq .001$ Note: See text (pp.51) for explanation of patterns of coping.

Table 9

Paired T-Test Analyses of Coping Styles for Anglo StudySample

<u>Coping Style:</u>	<u>Mean</u>	<u>SD</u>	<u>t Value</u>	<u>df</u>
<u>Pattern I</u>	3.66	.67	2.46*	106
<u>Pattern II</u>	3.51	.78		
<u>Pattern I</u>	3.66	.67	8.80**	106
<u>Pattern III</u>	2.87	1.00		
<u>Pattern I</u>	3.66	.67	6.59**	106
<u>Pattern IV</u>	3.16	.73		
<u>Pattern II</u>	3.51	.78	6.30**	106
<u>Pattern III</u>	2.87	1.00		
<u>Pattern II</u>	3.51	.78	4.83**	106
<u>Pattern IV</u>	3.16	1.00		
<u>Pattern III</u>	2.87	1.00	-2.97*	106
<u>Pattern IV</u>	3.16	.73		

** $p \leq .001$ * $p \leq .01$ Note: See text (pp.51) for explanation of patterns of coping.

analyses were executed utilizing 10 or 11 predictor variables and three different criterion variables. The predictor variables for the Anglo sample were: age and number of children, socioeconomic status, conjugal role expectations, personal role expectations, conjugal role structure and the four coping patterns (I-IV). Acculturation was an additional (i.e, the eleventh) predictor in the Mexican American analyses. Because of the differences in the number of children between the two samples (range= 0-10 for Mexicans, and range= 0-5 for Anglos), the number of cases that contain more than three children would have created a problem in the analysis regarding missing data. In order to create a balance between minimizing missing data and maximizing data inclusion, cases with less than or at least three children were included in the regression analyses. In total, there were 90 Mexican and 97 Anglo cases with three or less children included in the analyses. The three different criterion variables were: marital satisfaction, life satisfaction and self esteem.

The regression analyses were conducted separately for each ethnic sample, and for each of the separate criterion variables which together accounted for six of the 12 analyses. In addition, these same six analyses were then run using the alternative method of scoring conjugal role expectations - personal role preference, thus accounting for the last six analyses. It was necessary to conduct separate sets of regression analyses using the two methods of scoring conjugal

role expectations in order to avoid the problem of colinearity. (Recall that the raw data is the same used in both methods with the exception of how the data are coded.) Tables 10 to 13 summarize the regression results.

The first hypothesis predicted that socioeconomic status (SES) would account for a significant portion of variance in explaining multiple role adjustment among Mexican American and Anglo American working women.

Mexican American Sample. The first hypothesis was partially supported. Tables 10 and 11 present the regression results for the Mexican American sample. The results indicated that SES was the best predictor of adjustment among the Mexican American sample for two of the three criterion variables. SES accounted for 37% and 25% of unique variance in explaining marital and life satisfaction, respectively (see Tables 10 and 11). That is, higher levels of SES were associated with higher levels of both marital and life satisfaction. Moreover, SES was the only significant predictor to emerge in the regression analyses. However, SES did not significantly predict self-esteem.

Anglo Sample. The first hypothesis was not supported with the Anglo sample. SES was not found to be a significant predictor of marital satisfaction, general life satisfaction or self-esteem. Moreover, not only did SES not account for a significant portion of the variance in explaining adjustment as gauged by marital or life satisfaction, but neither did any

Table 10

Variables Predictive of Marital Satisfaction for Mexican
American Working Women

Significant Predictor of Marital Satisfaction:

	<u>Beta</u>	<u>T</u>	<u>Multiple R</u>	<u>R Square</u>
Socioeconomic Status	-.61	-3.65*	.61	.37

* $p \leq .001$

Table 11

Variables Predictive of Life Satisfaction for Mexican
American Working Women

Significant Predictor of Life Satisfaction:

	<u>Beta</u>	<u>T</u>	<u>Multiple R</u>	<u>R Square</u>
Socioeconomic Status	.50	2.78*	.50	.25

* $p \leq .01$

Table 12

Variables Predictive of Self Esteem for Mexican Working WomenSignificant Predictor of Self Esteem:

	<u>Beta</u>	<u>T</u>	<u>Multiple R</u>	<u>R Square</u>
Personal Role Preference	.56	2.53**	.56	.31
Personal Role Preference	.52	2.76**	.74	.55
Coping Pattern IV	-.48	-2.58*		

** $p \leq .01$ * $p \leq .05$

Table 13

Variables Predictive of Self Esteem for Anglo Working WomenSignificant Predictor of Self Esteem:

	<u>Beta</u>	<u>T</u>	<u>Multiple R</u>	<u>R Square</u>
Age of Oldest Child	.66	2.48*	.66	.43

* $p \leq .05$

of the other nine variables (see Tables 12 and 13, and Non-Hypothesized Findings regarding self-esteem).

Hypothesis Two predicted that among the Mexican sample acculturation would be the second most powerful factor contributing to multiple role adjustment. None of the regression analysis conducted on the Mexican sample found level of acculturation to account for a significant portion of unique variance in explaining marital satisfaction, life satisfaction or self esteem; thus hypothesis two was not supported.

Non-Hypothesized Findings

Tables 12 and 13 illustrate a few non-hypothesized predictors of adjustment among the study samples. When self esteem was used as the criterion, different predictors than those hypothesized emerged for both the Mexican and Anglo American samples.

In the Mexican sample personal role expectations accounted for 31% of unique variance, while Coping Pattern IV: "Modifying Household Standards and Obtaining Goods and Services" accounted for an additional 24% of variance. However, Coping Pattern IV demonstrated a negative relationship to self esteem (e.g., as the incidence of Pattern IV coping behaviors increases, self esteem drops). In the Anglo sample the age of the oldest child accounted for 43% of variance in explaining multiple role adjustment when self esteem was used as the criteria.

Summary of Findings

In summary, the study's predictions were only partially supported. Socioeconomic status was predicted to be important in explaining multiple role adjustment among both Mexican and Anglo working women. However, the analyses indicate that socioeconomic status was only predictive of role adjustment for the Mexican American working women, and only when the criterion concerned a women's satisfaction with life in general and with her marriage. Acculturation went unsupported as an important predictor of role adjustment among Mexican American working women. Interestingly, not one of the 10 factors accounted for a significant portion of unique variance in explaining marital or general life satisfaction among Anglo working women.

In general, self-esteem appeared to provide a unique view of the factors impacting multiple role adjustment. For Anglo working women, the more personally focused criteria, self-esteem, appeared to be sensitive to the impact of the age of the oldest child. While for Mexicans, personal role expectations and fewer coping behaviors which emphasizes modifying household standards and arranging for outside assistance appear to be the most predictive of adjustment as measured by self-esteem.

CHAPTER V

DISCUSSION

The purpose of this study was to investigate the ways in which both Mexican and Anglo American working women have attempted to cope with the many demands of their employment and familial roles. The majority of studies in this literature had been conducted with Anglo American working women and it was unknown whether variables thought to influence the multiple role adjustment of Anglos would have the same influence on the lives of Mexican working women. Mexican women could be considered as high risk for poor adjustment given that they are more likely to have more and younger children, possess lower SES and a more patriarchal conjugal role structure. However, it is difficult to generalize findings without research that directly investigates the unique contributors or mediators of role adjustment for Mexican women. Variables like those listed above have been studied detached from a socioeconomic and cultural context which makes the generalization of any finding even more difficult. Exceedingly few studies have examined the similarities and differences that may exist among working women of different socioeconomic classes (Cleary & Mechanic,

1983; Parry, 1986) or ethnic cultures (Amaro et al., 1987).

In addition, this study explored variables thought to predict multiple role adjustment in a more complex manner than had been previously done in the literature. Age and number of children, conjugal role expectations and structure, SES and acculturation were examined simultaneously. Unlike other studies, multiple criteria of subjective well being (e.g, marital and life satisfaction and self esteem) were also examined. Investigating discrete predictors and criteria, as they have been **examined in previous studies**, does not lead to understanding their relative impact on multiple role adjustment. This study attempted to avoid such methodological limitations in a manner that would consider the complexity of multiple role adjustment among working women.

It was hypothesized that socioeconomic status would be the most powerful factor in explaining multiple role adjustment among Mexican and Anglo American working women. Also, acculturation was predicted to account for additional variance among Mexican women in understanding adjustment to work and familial roles. The study's predictions were partially supported. The regression analyses demonstrated that socioeconomic status was most predictive of role adjustment among the Mexican American working women. SES accounted for 37% and 25% of variance in explaining global (life satisfaction) and relational (marital satisfaction) levels of subjective well being, respectively. Moreover, for

Mexican women, SES was the sole predictor of role adjustment when measured by life or marital satisfaction. Socioeconomic status was not found to explain role adjustment among Anglo working women when measured by any of the three criterion. Notably, not one of the 10 studied variables was predictive of adjustment among Anglo women when marital and life satisfaction were used as the criteria. The second hypothesis, which predicted acculturation to be an important factor in explaining adjustment among Mexican women, also went unsupported.

Although not hypothesized, self esteem contributed uniquely to the understanding of role adjustment. Among Mexican working women two factors explained 55% of the variance in levels of self esteem. The two factors were congruence in personal role expectations and Coping Pattern IV - "Modifying Household Standards and Obtaining Goods and Services." Among Anglo women, the age of the oldest child accounted for 43% of variance in explaining self esteem. The following sections will discuss the importance of each of the study's findings as they pertain to each ethnic group separately. The amount of variance accounted for by the present findings compares favorably to previous research.

To highlight the strength of the current findings, Table 14 presents the results of the few studies that have looked at the relative importance of several variables simultaneously. The previous studies had used regression analysis to predict

Table 14

Summary of Regression Studies on Working Women

Study	Population	SES	Criteria	R2
Current Study	Married working women, w/ & w/o children MA=108 C=108	Upper to Lower Class (I - V)	MA: Marital Satf Self-Esteem Life Satf C: Self-Esteem	.366 .546 .251 .434
Amaro, Russo & Johnson (1987)	Hispanic women professionals, 55% married, 58% w/ children H=303	"Professional"	Balancing Roles: Partner/Prof Partner/Prof/ Parent Prof Life Satf Persnl Life Satf Distress Symptoms	.265 .133 .175 .104 .237
Meisenhelder (1986)	Married women living w/husb & children C=163	Upper & Midd Class	Self-Esteem	.0959
Cleary & Mechanic (1983)	Employed married women & housewives C=330	?	EW's Depression HW's Depression	.27 .28
Ross, Mirowsky & Huber (1983)	Married couples, both emplyd or rspbl for hswrk N=680 couples	No details	Wife's Depression Husb's Depression	.082 .083
Bean, Curtis & Marcum (1977)	Married couples, wife's emplyd or works as volunteer MA=325 couples	"White collar" "High blue collar" based on husb's occupation	Marital Satf: Standard of livg Affective Scale	.124 .063

Note. w/= with, w/o= without, MA=Mexican, Mexican American, C=Caucasion, H=Hispanic, EW=Employed Women, HW=Housewives

a range of variables including marital satisfaction, self esteem, balancing multiple roles and depression. Findings from previous research are summarized in terms of the amount of variance accounted for in the criterion variables (R^2). Overall, the findings of the current study are relatively powerful. Three of the six previous studies presented accounted for only 12% or less of variance (i.e., Bean et al., 1977; Meisenhelder, 1986; Ross et al., 1983). Only the findings of Cleary and Mechanic (1983), compares in strength with the current study; thus, the present study appears to account for a considerably greater percentage of unique variance than almost all previous investigations.

The investigations listed in Table 14 are limited for a number of reasons. Few assessed multiple role adjustment (e.g., Amaro et al, 1987; Bean et al., 1977; Meisenhelder, 1986), and only two utilizes an Hispanic population (Amaro et al, 1987; Bean et al., 1977). Cleary and Mechanic (1983) and Ross et al (1983) dealt more specifically with understanding the higher incidence of depression among women and studied women's work status as a potially related factor. In general, other past studies have focused on one criterion of subjective role adjustment, usually marital satisfaction; however, indicators of role adjustment are varied and can include relational satisfaction, general well being, and a sense of self esteem related to one's identity as a mother or worker.

Socioeconomic Status As A Predictor Of Multiple Role Adjustment

Mexican American Sample. The analyses supported the overriding power of socioeconomic status to predict marital and life satisfaction among Mexican American working women. Social class accounted for 37% of variance in explaining marital satisfaction and 25% in explaining life satisfaction. Moreover, for Mexican women, SES was the sole predictor of role adjustment when measured by life or marital satisfaction. Unfortunately, it is difficult to compare the relative strength of the current findings to previous work for two reasons. One, although SES or level of income may logically be expected to influence role adjustment, it is rarely examined (Amaro et al, 1987; Bean et al., 1977; Meisenhelder, 1986). Two, few investigators report the use of methods such as regression analysis which attempts to examine the relative power of multiple variables such as SES or presence of young children in the home (see Table 14). For example, Amaro et. al. (1987), found "higher income" to be a statistically significant predictor in addition to several other variables (ie., presence of young children at home, non-Hispanic husband), in explaining stress in balancing multiple roles, professional life satisfaction, personal life satisfaction and distress symptoms. Across the above criteria, Amaro et al. accounted for as much as 27% to as little as 10% of variance. In comparison, the current study accounted for 37% and 25% of

the variance when marital and life satisfaction were the criterion, respectively. One of the strengths in the current study, is that subjects were represented across all five social classes (e.g., upper to lower classes). Amaro et al., only examined "professional" Hispanic women. The broader representation of subjects across socio-economic classes might account for the strength of the present findings.

In general, the current findings suggest that SES is a strong mediator of the family configuration and structure variables examined in this study. For instance, the age or number of children may be of lesser importance if one has the economic resources to provide the necessities of life or to acquire outside services (i.e., child care) to alleviate some of the task demands on the working mother. In our society money can buy a lot of "freedom." Many of the Mexican women in this sample fell within the middle and lower two social classes (III, IV & V). The socioeconomic make up of this sample might suggest that social status may be relatively more important in explaining role adjustment among women of middle and lower economic stations. This may be so particularly for women of Mexican descent for whom many of the majority culture privileges, (e.g., advanced educational attainment, job training, wages, etc.) are unobtainable. In general, women in our society are disadvantaged (i.e, job opportunities, wages, etc.) when compared to men; however, Hispanic women are in double jeopardy due to their sex and minority status.

Consider this scenario. A Mexican woman wishes to achieve, in order to achieve she must have access to the resources necessary to achieve (e.g., language, acculturation, financial assistance, role models), but, because many of these resources are more readily acquired with social status, she is not able to obtain those resources needed to get ahead. This scenario reflects the vicious cycle of poverty. Furthermore, since poverty, or social status, is of considered by one to be out of one's control (i.e., locus of control) and portrayed as more in the control of society (Powell, 1983), this might explain why SES was not found to be predictive of the third criteria, self esteem. In this regard, poverty or social status is not as personalized; you either have it or you don't have it. Thus, someone's self esteem, a more personal measure of well being, may not be as affected. Study findings regarding self-esteem will be further explored later.

Anglo Sample. Socioeconomic status went unsupported as an important factor in predicting role adjustment among Anglo working women. While the study's findings might imply that social status has little to do with role adjustment, the issue remains open due to one possible limitation in the current data sample. Namely, the majority (77%) of the Anglo women sampled were overrepresented in the two higher socioeconomic classes (I and II). Had the sample been represented equally across all five social classes, a clearer statement regarding the influence of SES on role adjustment could have been made.

Other investigators (Brown et al., 1975; Parry, 1986) report that "lower income" and "working class" status are related to distress among Caucasian working women, but their conclusions remain unclear since their study samples were not represented across higher SES levels.

In sum, the implications of the results pertaining to Mexican American working women and socioeconomic status are far reaching. On a narrow scope, the importance of socioeconomic status further supports the need to examine and interpret variables thought to predict adjustment within the socioeconomic and cultural conditions that enhance or constrain the lives of women. And in the broadest sense, the results have direct implications regarding policy, such as woman's education and training and wages, in both the private and public sectors.

By the year 2000, Mexican women will be in greater demand in the workforce. As the traditional pool of new workers (i.e., young adults) continues to steadily shrink, employers' needs for new workers will have to be met by drawing from other sources, most likely women, minorities, and older workers who are underutilized today (Cranston, 1990); therefore, it is critical that government and private industry continue to develop and implement on-the-job training and English as a second language classes. Without these programs, Hispanic women may be unable to cope with the growing demands of the new workforce and the opportunities employment may

provide them in the 1990's.

Regarding wages, American women, since the early 1960's, have challenged the legal system and won such landmark decisions as the Equal Pay Act of 1963, The Equal Credit Opportunity Act of 1974, The Pregnancy Discrimination Act of 1978, and The Economic Equity Act of 1984, to name a few. (Refer to Opsata, 1988 for a more thorough discussion of legal gains which have changed the face of the workplace for women.) Nevertheless, the legal challenges are not over as the battle for equal pay gives way to the issue of "comparable worth" (Rossi, 1986). Due to their immigration status, some women may be even more in jeopardy for wage exploitation. Simply opening up male-oriented fields to women is not enough; wage equities must also be rectified (Houlder & Anderson, 1989). The importance of pursuing civil rights activities, corrective legislative and legal action and changes in social policy cannot be underestimated if women are ever to obtain economic parity with men and in so doing enhance their subjective well being.

The Role of Acculturation in Explaining Role Adjustment

Contrary to prediction, acculturation was not a significant variable in explaining multiple role adjustment. While these findings suggest that acculturation may have an inconsequential influence on role adjustment, the question remains unresolved for two reasons. The sample distribution's comparability to the general Mexican population of working

women may be questioned for two reasons. One, the sample was under represented by Mexican working women who were very Anglicized ($n=1$). This is a perennial problem in that descriptive data of Mexican Americans' distribution along the acculturation continuum are not available for purposes of comparison; however, in conducting research with Mexican American families one may be more likely to find bi-cultural versus highly acculturated individuals. In the United States the melting pot image of America has given way in recent years to a mosaic view of cultural diversity within a common society emphasizing the preservation of ethnic roots within families; therefore, it may be necessary, but difficult, to obtain samples of highly acculturated Mexican women.

Another reason why acculturation may not have emerged as a significant variable may be related to the way in which acculturation was defined and measured. One can argue that changes resulting from the acculturation process are not only experienced on the behavioral level (i.e., language, number of Mexican friends, celebration of cultural holidays, etc.), but on a psychological level as well (i.e., identity, locus of control, future time perspective, etc.). Previous studies have suggested the need to obtain measures of psychological acculturation in order to obtain a more valid measure of acculturation (Miranda & Castro, 1976; Olmedo, Martinez & Martinez, 1978; Padilla, 1980). A predominantly behavioral measure of acculturation, such as the one used in this study,

might preclude a fuller understanding of acculturation's influence on multiple role adjustment.

More specifically, subjective well-being implies both internal and external subjective experiences, as well as, both behavioral and psychological dimensions. Another related problem is that currently available measures may be unable to make finer discriminations (i.e., psychological vs. behavioral) between Mexican-oriented bicultural and Anglo-oriented bicultural subjects, resulting in a skewed sample distribution. Unfortunately, the development of psychological acculturation measures has not kept pace with theory. Currently there are no psychometrically adequate measures of psychological acculturation. Without adequate multidimensional assessment tools of acculturation we may not begin to understand the impact of mediating variables on acculturation; therefore, until valid and reliable measures of both behavioral and psychological acculturation are developed, the question of acculturation's role with respect to multiple role adjustment will remain unresolved.

Self Esteem As A Measure Of Multiple Role Adjustment

When self esteem was used as the criterion, different significant predictors emerged for both the Mexican and Anglo American groups. Among the Mexican American women, when self esteem was the criteria, two predictors surfaced ($R^2=.55$, $p \leq .02$). Personal role expectations accounted for 31% of unique variance, while the reduced use of Coping Pattern IV:

"Modifying Household Standards and Obtaining Goods and Services" accounted for an additional 14% of variance. Among the Anglo American sample the age of the oldest child accounted for 43% of unique variance in explaining self esteem.

Mexican American Sample. For Mexican women, congruence in personal role expectations was revealed to have the greatest predictive power in explaining self esteem. A lack of application of coping style (IV) that emphasizes modifying household standards and obtaining goods and services that facilitate family life accounted for additional significant variance in explaining self esteem (Coping Pattern IV).

Contrary to previous findings (Amaro et al., 1987; Chadwick et al., 1976; Hicks & Law, 1971; Ross et al., 1983; Krause, 1984)

it was congruence in personal role preference (i.e., a match between wife's preferred role and actual role), rather than congruence in conjugal role expectations (i.e., a match between husband's and wife's preference for wife's role), that was found to enhance role adjustment. The current study may have failed to support previous findings for one very important reason. Recall that many of these studies failed to examine the relationship between the wife's conjugal role conformity, her work status, and the husband's contribution of financial resources (Chadwick, et al., 1976; Ross et al., 1983). Traditionally, attempts to measure conjugal role

expectations of failed to account for the wife's actual role status; therefore, it was possible to achieve conjugal role agreement (i.e., both partners prefer the wife to be a homemaker), while ignoring reality (i.e., wife is employed). In past studies whether the wife worked or stayed at home has been largely ignored. It seems important to address the apparent methodological bias of the traditional scoring of conjugal role congruence by measuring both the congruence between spouses and the wife's personal role preference.

For the present sample of Mexican women what was important was not agreeing with their spouse's preference for her role, but having congruence between her actual role and her role preference. These results fly in the face of both traditional studies on conjugal role expectations (Ross et al., 1983) and of earlier studies on the structure of Mexican families (Miller, 1978; Rudoff, 1971). The long standing bias regarding the prevalence of the traditional "macho-centric" Mexican family has been a hard one to combat. The early literature (Diaz-Guerro, 1975; Lewis, 1959; McGinn, 1960; Penalosa, 1968) would have predicted that the wife's conformity to the husband's expectations would be more important in predicting adjustment than the wife's personal preference. The image of the Mexican American woman as taking all pleasure from her husband and family appears antithetical to the current results. Current data demonstrate that a Mexican American woman can derive a positive sense of self

esteem from work roles, if this is what she prefers.

The present findings concerning the role of personal role preference in predicting self esteem highlights the need to better understand the Mexican American woman's current role in the family. Previous investigators (Baca Zinn, 1980; Cromwell et al., 1973; Ybarra, 1982) have suggested that either the role of the Mexican woman has been misrepresented or it is changing. One factor that could possibly support the resistance to alter the stereotyped view of the Mexican family is the notion of private versus public norms (Falicov, 1989). It may be difficult to dispute the presence of cultural norms, such as "familism" or patriarchal conjugal role structure, when individuals from a culture maintain them as values projected publicly. Values by definition imply beliefs or attitudes having intrinsic worth; each culture derives both a sense of well-being and structure from these beliefs. These internalized behavioral prescriptions, however, do not always coincide with private realities. There can be differences in how a culture presents itself publicly and in the more flexible manner by which individuals actually live out cultural expectations. It is likely that changes are occurring in the role of the Mexican woman which the culture has been slow to accommodate and that her role has been misrepresented in previous literature. Investigators have been reluctant or slow to relinquish their stereotypes since it seems necessary to make generalizations in order to present

a paradigm of the culture. As Mexican American women increase their workforce participation, natural family structural changes will continue to occur just as they have in Anglo families (Houlder & Anderson, 1989).

The two factors, personal role preference and coping style (IV), found to predict self esteem seem to relate to the process a working woman must undergo in order to maintain a positive sense of self. If a Mexican woman pursues her preference to be employed she may need to use coping behaviors in ways that do not necessarily alter her standards regarding her household or devise ways to facilitate household tasks (Coping pattern IV).

For decades most women derived their sense of self identity from being a good mother and housewife or from how well behaved one's children were and how well one "kept the house." The myth of the superwoman (Van Gelder, 1979) who does it all and does it to perfection, is slowly giving way to a more realistic picture of the working woman who hires outside help and buys "take out food." These modifications require a letting go of particular standards and biases regarding what a "good wife" or "good mother" does for her family. The Mexican women in this sample were not able to fully utilize a coping style that would allow them to obtain goods and services outside of the family. For Mexican women, being a housewife and mother may be an integral part of their identity. Like all change processes, whether "cultural"

acculturation or "role" acculturation, the changes are at times difficult and slow. Although women have been steadily entering the work force over the past few decades, the working women's literature is consist in depicting women, regardless of their work status, as being primarily responsible for household tasks (Gilbert et al., 1981; Hartzler & Franco, 1985). The limited use of Coping style IV, may represent an adaptation or compromise away from a woman's self perception being based on her household task accomplishments to a middle ground between work and home. It may be of particular importance for Mexican American women to strictly maintain all of her roles: wife, mother, caretaker, housekeeper, in order to feel good about herself. This particular adaptation may have been significant for the Mexican sample in this study since over 90% of them are first (n=47) and second generation (n=37) in the United States. Lowering one's household standards (e.g., "not doing some household chores") or deciding to utilize more goods and services (e.g., "hire help for children") marks a difficult adjustment especially when one comes from a country, or a household, where convenience foods/services were simply not available or were not traditionally used. Mecxican women may continue to be somewhat more traditional, or permit themselves to indulge their desire to work as long as they can continue functioning in all their roles. Questions remain regarding possible differences between Mexican and Anglo American working women

regrading the importance of balance or centrality of the spouse, parent and employee roles.

The impact of coping style on self esteem also suggests a viable path of intervention for Mexican working women, namely, education and coping skills development. While validating their lifestyle choices and assisting women in the pursuit of their role preference is possible, many obstacles (i.e., educational attainment, job training, etc.) can hamper its achievement; however, enhancing self esteem through workshops or conferences directed at exploring and teaching alternative coping skills is more likely obtainable.

Another implication of these results concerns the need to investigate further coping styles and their impact on multiple role adjustment. The modified coping measure used in this study (DECS) represents a starting point for a more thorough examination of coping behaviors used by working women. Nevertheless, the DECS may only represent a subset of possible coping behaviors requiring further exploration. For example, Keefe (1980) reviews the role of the extended family among Mexican Americans. She noted the tendency of Mexican Americans to live near large numbers of kin and the use of fictive kinship networks (compadrazco). Furthermore, it is maintained that the Mexican American extended family operates on a reciprocal aid system including the exchange of a wide range of goods (e.g., babysitting, household labor, nursing during illness and housing for travelers). Although "Procurement of

Support to Maintain Family Roles" was one of the original factors identified, on closer examination of the DECS it is apparent that some possibilities of networking or utilizing extended family, or the extended family's expectations or perceptions of the woman's work role, were not included. The attainment of goods and services within the family network may be important for Mexican women. Anglo women may feel more at ease not relying on family for this type of support, but instead look to the outside for goods and services (i.e., take out food). Further studies should expand the modified DECS coping measure or devise other measures to include items that could be derived from qualitative interviews with Hispanic women in order to truly tap coping behaviors of particular importance to women of different ethnic and socioeconomic backgrounds. It would be of further interest to interview women of varying levels of acculturation. While social support may generally be of importance to Hispanic working women, the type of support requested or needed may vary according to level of SES and acculturation. For example, women low in acculturation and SES may initially seek both task and emotional support, while women low in acculturation and high SES may ask for emotional support. Examining the coping responses of women across ethnicity, acculturation, and SES would greatly improve our understanding of women's manner of coping with their multiple roles.

Anglo Sample. Among the Anglo women, the age of the

subject's oldest/only child was found to be most predictive of self-esteem. The results indicated that for Anglo women the older the first child, the higher their self-esteem. This finding was not predicted based on the Anglo working women's literature (Houlder & Anderson, 1989). Although the significance of the oldest child to their working mother's may not have been directly addressed in previous literature, previous findings might indirectly support this result. Namely, the presence of young children in the home has consistently been associated with poor adjustment (Cleary & Mechanic, 1983; Parry, 1986). Decreased well being is attributed to bearing a disproportionate burden of child care responsibilities. This burden is naturally greatest when children are of pre-school age and are significantly more dependent on the care of adults. As children, particularly female children, grow older they are imparted with the care of younger siblings; thus, the age of the first born can significantly ease the wife's burden regarding child care obligations. Another factor may further explain the effect of the oldest child's age on self esteem. Many working women might continue to be ambivalent regarding their life style choices particularly if being away from home might effect their growing children negatively. For such women, the oldest child may reflect most keenly whether or not their work status has impacted her family. Therefore, seeing their oldest child, "the fruit of their mothering labor," grow and appear

"well adjusted," smart, etc., may contribute greatly to their feelings of personal worth and satisfaction.

The results pertaining to self-esteem clearly point to the need to consider multiple predictors and criteria. The process of utilizing multiple predictors and criteria made it possible to obtain a more complex understanding of multiple role adjustment for both Anglo and Mexican women. As the above results indicate, different variables predicted different role adjustment criteria for each population. Study findings demonstrate that important information would have been obscured had only a single predictor and criterion been examined.

Of the numerous studies reviewed in the working woman's literature, few utilized multiple adjustment criteria (Amaro et al., 1987). Typically, marital satisfaction or depression, have been used to gauge role adjustment. The choice of using marital satisfaction in examining role adjustment as a criteria can be theoretically supported by the writings of Chodorow (1974) or Gilligan (1982) which emphasize the importance of women's perception of themselves in relationship to others. However, choosing marital satisfaction as a criteria should not be mutually exclusive from considering a woman's sense of self (i.e., self esteem) as a measure of subjective well being. Self-esteem is related to identity and the roles one selects/performs (Erikson, 1968). Thus, feelings one has about work and family roles, which are part

of one's identity, can effect one's self-esteem. Further support for the choosen criteria in this study concern the uniqueness of each variable. While marital and life satisfaction are related to one another, there is still some uniqueness between them for both Mexican and Anglo samples, (correlations= .68, .72 respectively). Self-esteem, in particular seems to stand independent from life and marital satisfaction (correlations= .44 to .27 respectively). Future studies could also consider additional criteria which will sample both internal and external measures of subjective well-being (refer to Table 14). Job satisfaction/stress and ratings of general health were not used as a criteria in the current study but may be useful to include in future studies examining multiple adjustment.

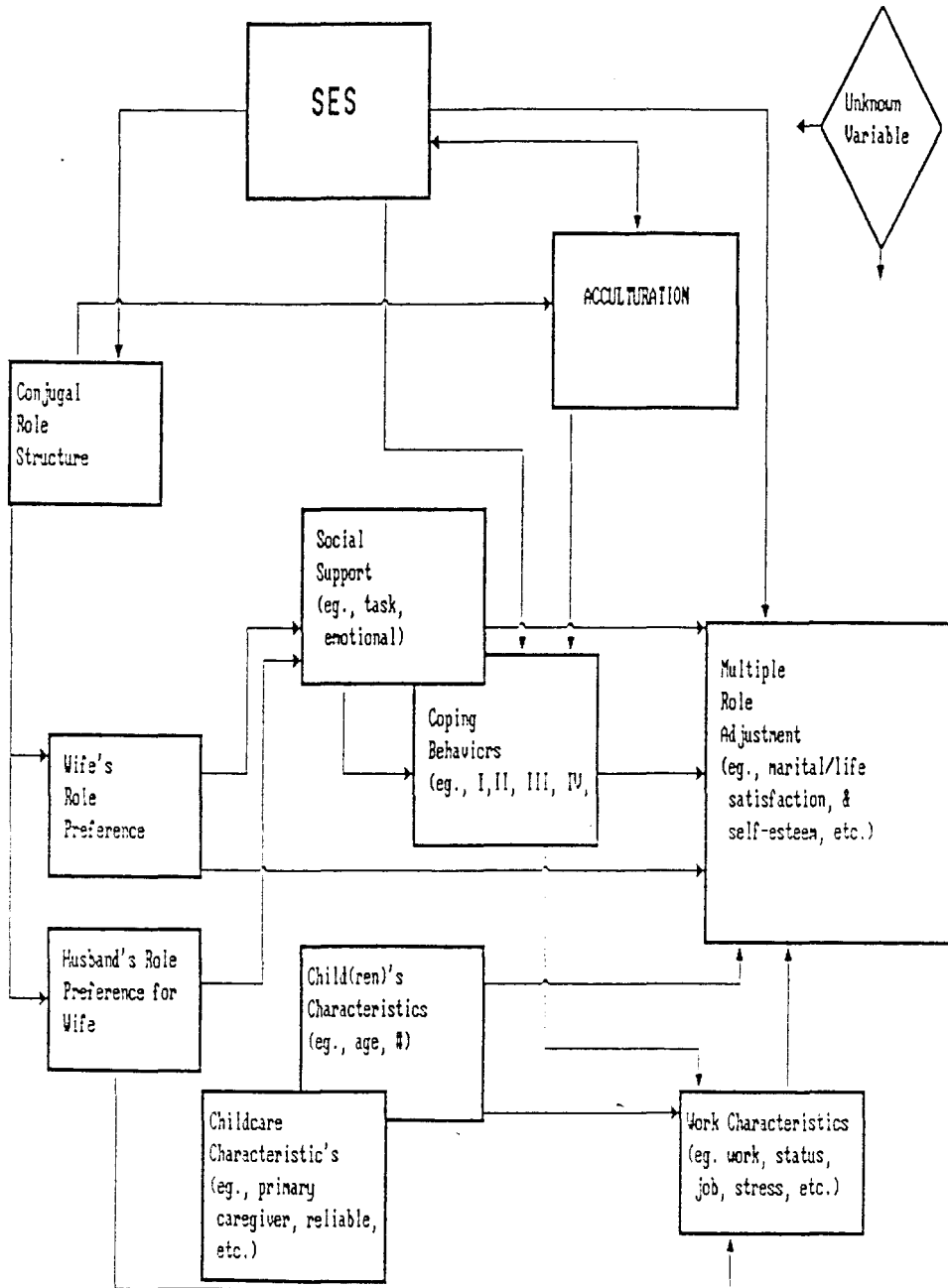
In summary, the study's hypothesis regarding the relationship between socioeconomic status and multiple role adjustment was supported only among Mexican American working women. Given that Hispanic women are expected to make up a majority of the growing labor force in the 90's, the result that women of lower SES demonstrated poorer role adjustment suggests the need for interventions that will increase the educational and occupational status of Hispanic women. The study has served to broaden the current limited data base on Mexican American working women.

One of the biggest contributions of the present study is its focus on multiple predictors and criterion variables in

understanding the phenomenon of multiple role adjustment. It is clear from the results of the current study that a multidimensional approach is needed in studying the potential relationship among socioeconomic status, coping styles, acculturation and family configuration variables that may contribute to multiple role adjustment. A model is needed that will predict the direct and indirect impact of these factors, as well as other related factors, on role adjustment.

Figure 1 presents a proposed model suggesting the direct and indirect influences of factors thought to predict multiple role adjustment that could be explored in future investigations. The factors considered in this model were suggested by the results of the current study, and include others suggested by previous research but not studied here. The variables considered in this model are: SES, acculturation, conjugal role structure, wife's role preference, husband's role preference for wife, coping behaviors, social support, child characteristics (e.g., age, number, temperament, etc.), childcare characteristics (e.g., primary caregiver, cost, reliability, etc.), and work characteristics (e.g., work status, job stress, etc.). The factors listed are presented, from top to bottom, in the order of their hypothesized importance. The model was devised to illustrate not only the variables but also the pathways by which demographics, work characteristics, family structure and configuration contributed to role adjustment.

FIGURE 1: A proposed model suggesting the direct and indirect influences of factors related to multiple role adjustment among working women.



It is likely that some of the variables, such as acculturation, did not demonstrate significant results in the current study because the methodology utilized did not take into account indirect or mediating effects. For instance, SES has been documented to have a direct effect on acculturation (Padilla, 1980), therefore, it is likely that SES may mediate the effects of acculturation on multiple role adjustment. It is also conceivable that the relationship between SES and acculturation maybe bi-directional. In addition, the model considers that a coping style which emphasizes the use of social supports might mediate the effect of SES on role adjustment. Likewise, the social support could have an indirect as well as a direct effect on role adjustment. The current finding concerning the significant effect of the oldest child's age on adjustment reflects a direct effect on role adjustment. Other child characteristics such as, the ages of younger children, the number of children, temperament, and childcare conditions could also influence role adjustment. Likewise, the cluster of conjugal characteristics (e.g., conjugal role structure, wife's role performance and husband's role preference for wife), may have both direct and indirect effects on the wife's own multiple role adjustment. Congruence in a woman's own role preference may have a direct impact on her adjustment, as the current study suggests, whereas overall role structure and a husband's role preference for his wife may exert an indirect effect. For example, a

husband's role preference for his wife may be mediated by such factors as social support (i.e., task & emotional) or existing work characteristics (i.e., work status, job stress, etc.). With further study, coping behaviors such as the four patterns studied here in addition to social support may also prove to be important influences on role strain. As suggested earlier, acculturation might affect coping and in turn coping could be affected by certain work characteristics. Note, this model does not address which particular factors may be the best predictors of each particular criterion.

Last, the current study also highlights the unique findings between Mexican and Anglo American working women, and the importance of investigating socio-cultural differences. The present study suggests that it may be of particular importance of Mexican American women to strictly maintain all of their roles: wife, mother, caretaker, housekeeper, in order to feel good about herself. If these two ethnic samples had not been compared, we would fail to find empirical support to suggest that there may be differences in the importance of balance or centrality of the spouse, parent and employee roles among Mexican and Anglo women. In addition, by examining SES and ethnicity simultaneously we can entertain the possibility that certain factors may be influenced by SES (e.g., marital and life satisfaction) in ways not suggested by previous research when SES and ethnicity have been studied in isolation.

Similarly, the present study points to the need to use multiple criteria for measuring multiple role adjustment. Future studies could also consider job satisfaction/stress in addition to marital satisfaction, life satisfaction and self-esteem as criteria.

There were three main limitations in the current study. One, the Anglo women sampled were overrepresented in the two higher socioeconomic classes (I and II) which limits the generalizability of results pertaining to SES. Similarly, while the Mexican American women sampled were represented across all SES classes in proportions not unlike the general Hispanic population, the underrepresentation of women in the higher two SES classes may limit the studies conclusions. Future research might consider selecting a sample more broadly representative of all levels of SES.

Two, acculturation remains something of an unknown variable pertaining to multiple role adjustment. The current population sample was not representative of highly acculturated/Anglicized Mexican women. The sampling problem, as stated above, may have occurred for a number of reasons; nevertheless, the nature of the sample may limit the applicability of the current data to Mexican women within the low to bicultural ranges. Additionally, at the current time there are no psychometrically adequate multidimensional assessment measures of acculturation. The lack of tools, which are able to make fine discriminations between

biculturation and high acculturation, and are able to measure psychological as well as behavioral acculturation, represents a less than ideal assessment of a potentially important construct. Until more complex measures of acculturation are developed, the question of acculturation's role with respect to multiple role adjustment will remain unresolved. Future studies should consider the development of multidimensional instruments, and more closely examine how acculturation may impact multiple role adjustment directly or through other mediating variables (i.e., SES).

Last, the modified coping scale (DECS) used in this study represents only a limited repertoire of coping behaviors. The characteristics of the population used in deriving the original DECS items are unclear. While the modified DECS represents the best measure currently available to examine coping behaviors in dually-employed families, it is restricted in its range of applicability. In this respect, the coping behaviors examined in this study may have been more pertinent to women of mainstream culture and less representative of additional coping behaviors utilized by Mexican working women; therefore, the present findings regarding coping may be limited or skewed due to the nature and scope of the coping behaviors examined. Further studies should expand the modified DECS coping measure or devise other measures to include items that could be derived from qualitative interviews with Hispanic women in order to truly tap coping

behaviors of particular importance to women of different ethnic and socioeconomic backgrounds.

In sum, the present study has served to amplify the current limited data base on Mexican American working women and to challenge the methodology used to address questions pertaining to the phenomenon of multiple role adjustment. Namely, it explored simultaneously the relationships among several variables thought to predict role adjustment, and utilized multiple criteria of subjective well being. Furthermore, it has been proposed that future studies need to employ a multidimensional approach in studying the potential relationships among variables believed to contribute to multiple role adjustment. A path analysis model has been proposed and outlined in this discussion to aid the direction of future investigations.

CHAPTER V

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APPENDIX A

Hello,

Thank you for volunteering to participate in our project. Your contribution is greatly appreciated. The purpose of this study is to learn how women who work manage their different role responsibilities. In this day and age, women have many choices and obligations. In this study we would like to know what choices you have made, how satisfied you are with them, and what adjustments you have made to make your lifestyle work for you.

Please know that all of the information that we collect today is confidential. This means that it will be seen only by myself and other qualified researchers and will be used for research purposes only. Further, the information is anonymous. Your name will not appear anywhere. Instead, we are coding all of the information by number, not by name. Finally, should you decide to discontinue your participation in our project, for any reason, please feel free to do so. Though we do not expect that this will happen, we want you to know that you are free to leave the study at any point.

Please feel free to ask any questions. Once again, thank you for participating in our project.

Sincerely,
Mary Ann Garcia

I have read the above and understand what I've read.

Initials

Date

Your Age: _____

Religion: _____

Highest Grade of School Completed:

Occupation:

Self _____

Self _____

Husband _____

Husband _____

Number of years married: _____

Number of Children: _____

Age(s) of Child(ren) Living at Home: _____

Number of People Living at Home: _____

Please Check the Appropriate Box:

Ethnic Background:

<u>Self</u>	<u>Husband</u>		<u>Self</u>	<u>Husband</u>	
<input type="checkbox"/>	<input type="checkbox"/>	Irish	<input type="checkbox"/>	<input type="checkbox"/>	Mexican
<input type="checkbox"/>	<input type="checkbox"/>	German	<input type="checkbox"/>	<input type="checkbox"/>	Mexican American
<input type="checkbox"/>	<input type="checkbox"/>	Polish	<input type="checkbox"/>	<input type="checkbox"/>	Puerto Rican
<input type="checkbox"/>	<input type="checkbox"/>	Afro-American			
<input type="checkbox"/>	<input type="checkbox"/>	Other (please specify)	<input type="checkbox"/>	<input type="checkbox"/>	Cuban
	_____		<input type="checkbox"/>	<input type="checkbox"/>	Central American
<input type="checkbox"/>	<input type="checkbox"/>	South American			

I am employed Full time (_____ hours/week)
 Part-time (_____ hours/week)

My spouse is employed
 Full time (_____ hours/week)
 Part-time (_____ hours/week)
 Unemployed

How many years of your marriage have you been employed: _____ years

Ideally I would Prefer to Be: Employed
 Homemaker
 Both - working and at home

Does Your Husband Prefer You to Be: Employed
 Homemaker
 Both - working and at home

1. Circle the dot on the scale line below which best describes the degree of happiness, everything considered, of your present marriage. The middle point, "happy", represents the degree of happiness which most people get from marriage, and the scale gradually ranges on one side to those who are very unhappy in marriage, and on the other to those few who experience joy in marriage.

0	1	2	3	4	5	6
.
Very Unhappy			Happy			Perfectly Happy

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

	Always Agree	Almost Always Agree	Occasionally Disagree	Frequently Disagree	Almost Always Disagree	Always Disagree
2. Handling family finances	5	4	3	2	1	0
3. Matters of recreation	5	4	3	2	1	0
4. Demonstrations of affection	5	4	3	2	1	0
5. Friends	5	4	3	2	1	0
6. Sex relations	5	4	3	2	1	0
7. Proper behavior and moral conduct (right or wrong)	5	4	3	2	1	0
8. Philosophy of life	5	4	3	2	1	0
9. Ways of dealing with in-laws	5	4	3	2	1	0
10. When disagreements arise, they usually result in: 1. husband giving in, 2. wife giving in, 3. agreement by mutual give and take.						
11. Do you and your mate engage in outside interests together? 1. All of them, 2. some of them, 3. very few of them, 4. none of them.						
12. In leisure time do you generally prefer: 1. to be "on the go", 2. to stay at home, Does your mate generally prefer to: 1. to "on the go", 2. to stay at home?						
13. Do you ever wish you had not married? 1. Frequently, 2. Occasionally, 3. Rarely, 4. Never.						
14. If you had your life to live over, do you think you would: 1. marry the same person, 2. marry a different person, 3. not marry at all?						
15. Do you confide in your mate: 1. almost never, 2. rarely, 3. in most things, 4. in everything?						
16. Taking things all together, would you say you're: 1. very happy, 2. pretty happy, 3. not too happy these days?						
17. Compared to your life today as a working woman, how were things before you began to work - were things happier for you then they are now, not quite as happy, or what? 1. past happier than present, 2. present happier than past, 3. equally happy, 4. not applicable.						
18. Compared to your life today as a workign woman, how were things when you were working, but before you had children were things happier for you than they are now, not quite as happy, or what? 1. past happier than present, 2. present happier than past, 3. equally happier, 4. not applicable.						

Circle the number next to the answer that best fits the question.

What language do you speak?

1. Spanish only
2. Mostly Spanish, some English
3. Spanish and English about equally (bilingual)
4. Most English, some Spanish
5. English only

What language do you prefer?

1. Spanish only
2. Mostly Spanish, some English
3. Spanish and English about equally (bilingual)
4. Mostly English, some Spanish
5. English only

How do you identify yourself?

1. Mexican
2. Chicano
3. Mexican American
4. Spanish American, Latin American, Hispanic American, American
5. Anglo American or other

Which ethnic identification does (did) your father use ___; mother use ___? (use nos. 1-5)

1. Mexican
2. Chicano
3. Mexican American
4. Spanish, Hispanic, Latin American,
5. Anglo American or other

What was the ethnic origin of the friends and peers you had, as a child up to the age of 6? ___

from 6 to 18? ___ (Use nos. 1-5)

1. Almost exclusively Mexicans, Chicanos, Mexican Americans (LA RAZA)
2. Mostly Mexicans, Chicanos, Mexican Americans
3. About equally Raza (Mexicans, Chicanos, or Mexican Americans) and Anglos or other ethnic groups
4. Mostly Anglos, Blacks, or other ethnic groups
5. Almost exclusively Anglos, Blacks, or other ethnic groups

Whom do you now associate with in the outside community?

1. Almost exclusively Mexicans, Chicanos, Mexican Americans (LaRaza)
2. Mostly Mexicans, Chicanos, Mexican Americans
3. About equally Raza (Mexicans, Chicanos, or Mexican Americans) and Anglos or other ethnic groups
4. Mostly Anglos, Blacks, or other ethnic groups
5. Almost exclusively Anglos, Blacks, or other ethnic groups

What is your music preference?

1. Only Spanish
2. Mostly Spanish
3. Equally Spanish and English programs
4. Mostly programs in English
5. Only programs in English

-Where were you born? (circle answer)

Mexico U.S. Other

-Where was your father born?

Mexico U.S. Other

-Where was your mother born?

Mexico U.S. Other

-Where was your father's mother born?

Mexico U.S. Other

-Where was your father's father born?

Mexico U.S. Other

-Where was your mother's mother born?

Mexico U.S. Other

-Where was your mother's father born?

Mexico U.S. Other

Where were you raised?

1. In Mexico only
2. Mostly in Mexico, some in U.S.
3. Equally in U.S., and Mexico
4. Mostly in U.S., some in Mexico
5. In U.S. only

Can you read Spanish? Yes No

Can you read English? Yes No

Which do you read better? Rate the subject on the following continuum:

1. Reads only Spanish
2. Reads Spanish better than English
3. Reads both Spanish and English equally well
4. Reads English better than Spanish
5. Reads only English

Can you write in English? Yes No

Can you write in Spanish? Yes No

Which do you write better? Rate yourself on the following continuum:

1. Write only Spanish
2. Write Spanish better than English
3. Write both Spanish and English equally well
4. Write English better than Spanish
5. Write only in English

How would you rate yourself?

1. Very Mexican
2. Mostly Mexican
3. Bicultural
4. Mostly Anglicized
5. Very Anglicized

Circle the response which best describes your situation.

	Never	Almost Never	Occasionally	Almost Always	Always
1. If a child were ill and needed to remain home from school, I would be (have been) more likely to stay home with him (her) than my husband.	5	4	3	2	1
2. Given the structure of our society, it is important that the woman assume primary responsibility for child care.	5	4	3	2	1
3. I consider my husband to be the main breadwinner in the family.	5	4	3	2	1
4. My income is as vital to the well-being of our family as is my husband's.	5	4	3	2	1
5. I would not work if my husband did not approve.	5	4	3	2	1
6. I would not attend a professional convention if it inconvenienced my husband.	5	4	3	2	1
7. Although my husband may assist me, the responsibility for homemaking tasks is primarily mine.	5	4	3	2	1
8. If a wife and mother feels she is not meeting her domestic responsibilities because of her career involvement, she should cut back her career demands.	5	4	3	2	1
9. I bend over backwards not to have to make demands on my husband that his co-workers (with non-employed wives) do not have to meet.	5	4	3	2	1
10. If a husband and father feels he is not meeting his familial responsibilities, he should cut back on his career demands.	5	4	3	2	1
11. I would be a less fulfilled person without my experience of family life.	5	4	3	2	1
12. If I had to do it over again, I would not have had any children.	5	4	3	2	1
13. If I had to do it over again, I would not have had a career.	5	4	3	2	1
14. I would be a less fulfilled person without my career achievements.	5	4	3	2	1

Directions

First, read the list of "Coping behaviors" one at a time.

Second, decide how well each statement describes your coping. If the statement describes your coping very well, then circle the number 5 indicating that you STRONGLY AGREE, if the statement does not describe your coping at all, then circle the number 1 indicating that you STRONGLY DISAGREE; if the statement describes your coping to some degree, then select a number 2, 3, or 4 to indicate how much you agree or disagree with the statement about your coping behavior.

I "COPE" WITH THE DEMANDS OF OUR DUAL-EMPLOYED FAMILY BY:	Strongly Disagree	Moderately Disagree	Neither Agree Nor Disagree	Moderately Agree	Strongly Agree	No Child	I "COPE" WITH THE DEMANDS OF OUR DUAL-EMPLOYED FAMILY BY:	Strongly Disagree	Moderately Disagree	Neither Agree Nor Disagree	Moderately Agree	Strongly Agree	No Child
1. Becoming more efficient; making better use of my time "at home"	1	2	3	4	5		8. Buying convenience foods which are easy to prepare at home	1	2	3	4	5	
2. Using modern equipment (e.g., microwave oven, etc.) to help out at home	1	2	3	4	5		9. Believing that my working has made me a better parent than I otherwise would be	1	2	3	4	5	
3. Believing that we have much to gain financially by our both working	1	2	3	4	5		10. Leaving some things undone around the house (even though I would like to have them done)	1	2	3	4	5	
4. Working out a "fair" schedule of household tasks for all family members	1	2	3	4	5		11. Getting our children to help out with household tasks	1	2	3	4	5	
5. Getting by on less sleep than I'd ideally like to have	1	2	3	4	5		12. Ignoring criticisms of others about parents who both work outside the home	1	2	3	4	5	
6. Ignoring comments of how we "should" behave as men and women (e.g., women shouldn't work; men shouldn't clean house)	1	2	3	4	5		13. Making friends with other couples who are both employed outside the home	1	2	3	4	5	
7. Deciding I will do certain housekeeping tasks at a regular time each week	1	2	3	4	5		14. Specifically planning "family time together" into our schedule; planning family activities for all of us to do together	1	2	3	4	5	

I "COPE" WITH THE DEMANDS OF OUR DUAL-EMPLOYED FAMILY BY:	Strongly Disagree	Moderately Disagree	Neither Agree Nor Disagree	Moderately Agree	Strongly Agree	No Child	I "COPE" WITH THE DEMANDS OF OUR DUAL-EMPLOYED FAMILY BY:	Strongly Disagree	Moderately Disagree	Neither Agree Nor Disagree	Moderately Agree	Strongly Agree	No Child
15. Hiring outside help to assist with our house-keeping and home maintenance	1	2	3	4	5		25. Planning for time alone with my spouse	1	2	3	4	5	
16. Overlooking the difficulties and focusing on the good things about our lifestyle	1	2	3	4	5		26. Modifying my work schedule (e.g., reducing amount of time at work or working different hours)	1	2	3	4	5	
17. Planning for various family relations to occur at a certain regular time each day or week (e.g., "from the time we get home until their bedtime, is the 'children's time'")	1	2	3	4	5		27. Relying on extended family members for financial help when needed	1	2	3	4	5	
							28. Negotiating who stays home with an ill child on a "case by case" basis	1	2	3	4	5	
18. Eating out frequently	1	2	3	4	5								
19. Believing that my working has made me a better spouse	1	2	3	4	5		29. Planning work changes (e.g., transfer, promotion, shift change) around family needs	1	2	3	4	5	
20. Hiring help to care for the children	1	2	3	4	5		30. Relying on extended family members for childcare help	1	2	3	4	5	
21. Relying on extended family responsibilities for each other when one spouse has extra work	1	2	3	4	5		31. Identifying one partner as primarily responsible for childrearing tasks	1	2	3	4	5	
22. Covering household family members for encouragement	1	2	3	4	5		32. Believing that we are good "role models" for our children by our both working	1	2	3	4	5	
23. Leaving work and work-related problems at work when I leave at the end of the day	1	2	3	4	5		33. Identifying one partner as primarily responsible for household tasks	1	2	3	4	5	
24. Having friends at work whom I can talk to about how I feel	1	2	3	4	5		34. Planning time for myself to relieve tensions (jogging, exercising, meditating, etc.)	1	2	3	4	5	

I "COPE" WITH THE DEMANDS OF OUR DUAL-EMPLOYED FAMILY	Strongly Disagree	Moderately Disagree	Neither Agree Nor Disagree	Moderately Agree	Strongly Agree	No Child	I "COPE" WITH THE DEMANDS OF OUR DUAL-EMPLOYED FAMILY	Strongly Disagree	Moderately Disagree	Neither Agree Nor Disagree	Moderately Agree	Strongly Agree	No Child
35. Buying more goods and services (as opposed to "do-it-yourself" projects)	1	2	3	4	5		45. Believing that I must excel at both my work and my family roles	1	2	3	4	5	
36. Encouraging our children to help each other out when possible (e.g. homework, rides to activities, etc.)	1	2	3	4	5		46. Cutting down on the amount of "outside activities" in which I can be involved	1	2	3	4	5	
37. Trying to be flexible enough to fit in special needs and events (e.g. child's concert at school, etc.)	1	2	3	4	5		47. Establishing whose role responsibility it is to stay home when child(ren) are ill	1	2	3	4	5	
38. Planning ahead so that major changes at home (e.g. having a baby) will not disturb our work requirements	1	2	3	4	5		48. Identifying one partner as primarily responsible for bread-winning	1	2	3	4	5	
39. Making better use of time at work	1	2	3	4	5		49. Believing that working is good for my personal growth	1	2	3	4	5	
40. Having good friends whom I can talk to about how I feel	1	2	3	4	5		50. Believing that, overall there are more advantages than disadvantages to our lifestyle	1	2	3	4	5	
41. Limiting our home entertaining to only our close friends	1	2	3	4	5		51. Limiting job involvement in order to have time for family	1	2	3	4	5	
42. Believing that, with time, our lifestyle will be easier	1	2	3	4	5		52. Lowering my standards for "how well" household tasks must be done	1	2	3	4	5	
43. Planning schedules out ahead of time (e.g., who takes kid(s) to the doctor; who works late)	1	2	3	4	5		53. Encouraging our child(ren) to be more self sufficient when appropriate	1	2	3	4	5	
44. Sticking to an established schedule of work and family-related activities	1	2	3	4	5		54. Eliminating certain activities (home entertainment, volunteer work, etc.	1	2	3	4	5	

I "COPE" WITH THE DEMANDS OF DUAL-EMPLOYED FAMILY BY:	Strongly Disagree	Moderately Disagree	Neither Agree Nor Disagree	Moderately Agree	Strongly Agree	No Child	I "COPE" WITH THE DEMANDS OF DUAL-EMPLOYED FAMILY BY:	Strongly Disagree	Moderately Disagree	Neither Agree Nor Disagree	Moderately Agree	Strongly Agree	No Child
55. Frequent communication among all family members about individual schedules, needs and responsibilities	1	2	3	4	5	57. Believing that I need alot of stimulation and activity to keep from getting bored	1	2	3	4	5		
56. Maintaining health (eating right, exercising, etc.)	1	2	3	4	5	58. Limiting my involvement on the job-- saying "no" to some of the things I could be doing	1	2	3	4	5		

Please check all 58 items to be sure you have circled a number for each one. Thank you!

How often are these true for you:	Often True	Sometimes True	Rarely True	Never True
1. I feel that I am a person of worth, at least as much as others.	4	3	2	1
2. I am able to do things as well as most other people.	4	3	2	1
3. On the whole, I feel good about myself.	4	3	2	1

Julio 1990

Hola,

Gracias por prestarse a participar en nuestro proyecto. Apreciamos muchísimo su contribución. El propósito de este estudio es saber como las mujeres se las arreglan con las diferentes responsabilidades propias de su sexo. Hasta hoy las mujeres han tenido muchas opciones y obligaciones. En este estudio nos gustaría saber qué opciones ha elegido, cuán satisfecha está con ellas, y qué ajustes ha hecho para acomodarse a su estilo de vida.

Sepa que toda la información obtenida es confidencial. Sólo va a ser revisada por mí y otros investigadores calificados y será utilizada únicamente para fines de investigación. Además, la información es anónima. Su nombre no aparecerá en ningún sitio. Toda la información ha sido codificada por números, no por nombre. Finalmente, si por cualquier motivo usted decide no continuar participando en nuestro proyecto puede hacerlo. Aunque no esperamos que eso ocurra, queremos que usted tenga la tranquilidad de saber que en cualquier momento puede abandonar este estudio.

Haga todas las preguntas que quiera. Una vez más, gracias por su participación en nuestro proyecto.

Sinceramente,

Mary Ann Garcia

He leído lo anterior y lo he comprendido todo.

Iniciales _____

Fecha _____

Edad _____ Religión _____

Ultimo grado que completó en la escuela: Ocupación:
 Usted _____ Usted _____
 Su esposo _____ Su esposo _____

Numero de los años de casados: _____

Número de hijos: _____

Edad(es) de el/los hijo(s) que viven en su casa: _____

Número de personas que viven en su casa: _____

Por favor, marque el espacio apropiado:

Origen étnico:

<u>Usted</u>	<u>Su Esposo</u>		<u>Usted</u>	<u>Su Esposo</u>	
<input type="checkbox"/>	<input type="checkbox"/>	Irlandés	<input type="checkbox"/>	<input type="checkbox"/>	Mexicano
<input type="checkbox"/>	<input type="checkbox"/>	Alemán	<input type="checkbox"/>	<input type="checkbox"/>	Méxican American
<input type="checkbox"/>	<input type="checkbox"/>	Polaco	<input type="checkbox"/>	<input type="checkbox"/>	Puertorriqueño
<input type="checkbox"/>	<input type="checkbox"/>	Negro	<input type="checkbox"/>	<input type="checkbox"/>	Cubano
<input type="checkbox"/>	<input type="checkbox"/>	Other (especifique)	<input type="checkbox"/>	<input type="checkbox"/>	Centroamericano
	_____		<input type="checkbox"/>	<input type="checkbox"/>	Suramericano

Estoy empleada tiempo completo (_____ horas por semana)
 temporalmente (_____ horas por semana)

Me espose esta empleado tiempo completo (_____ horas por semana)
 temporalmente (_____ horas por semana)
 esta sin trabajo

Que tantos años de casada hace trabajado? _____ años

Idealmente preferiria ser: Empleada, o Ama de casa
 los dos - estar trabajando y estar en casa

Su esposo prefiere que usted sea: Empleada, o Ama de casa
 los dos - estar trabajando y estar en casa

1.- Marque el punto en la escala debajo que mejor describa el grado de felicidad, considerándolo todo, de su matrimonio actual. El punto medio, "feliz," representa el grado de felicidad que la mayor parte de las personas obtienen del matrimonio, y la escala gradualmente oscila, de un lado hacia aquellos pocos que son muy infelices en el matrimonio, y del otro lado hacia aquellos pocos que experimentan extremo gozo y felicidad en el matrimonio.

0	1	2	3	4	5	6
muy infeliz			feliz			perfectamente feliz

Establezca el grado de intensidad aproximado, de acuerdo o desacuerdo, entre usted y su compañero en los asuntos siguientes. Por favor, marque cada columna.

		<i>Siempre de acuerdo</i>	<i>Casi siempre de acuerdo</i>	<i>Ocasionalmente en desacuerdo</i>	<i>Frecuentemente en desacuerdo</i>	<i>Casi siempre en desacuerdo</i>	<i>Siempre en desacuerdo</i>
2.- Administrando las finanzas familiares	5	4	3	2	1	0	
3.- Asuntos de recreo o tiempo libre	5	4	3	2	1	0	
4.- Demostraciones de afecto	5	4	3	2	1	0	
5.- Amigos	5	4	3	2	1	0	
6.- Relaciones entre los sexos	5	4	3	2	1	0	
7.- Convencionalismos (corrección, conducta buena o apropiada)	5	4	3	2	1	0	
8.- Filosofía de la vida	5	4	3	2	1	0	
9.- Maneras de comportarse con los parientes parientes políticos	5	4	3	2	1	0	
10.- Cuando el desacuerdo empieza, usualmente resulta en que: 1. el esposo cede, 2. la esposa cede, 3. los dos tratan de llegar a un acuerdo							
11.- ¿Usted y su compañero disfrutaban de actividades fuera del hogar juntos? 1. En todas, 2. en algunas, 3. en muy pocas, 4. en ninguna.							
12.- En su tiempo de ocio usted generalmente prefiere: 1. ¿estar en movimiento (en actividad), 2. ¿quedarse en casa?, (Si ambos: 1. prefieren quedarse en casa, 2. prefieren estar en movimiento, 3. no se ponen de acuerdo.)							
13.- A veces le pesa haberse casado. 1. frecuentemente, 2. ocasionalmente, 3. raramente, 4. nunca.							
14.- Si usted pudiera vivir su vida de nuevo, piensa que: 1. se casaría con la misma persona, 2. se casaría con alguien diferente, 4. no se casaría							
15.- Usted confía en su compañero: 1. casi nunca, 2. raramente, 3. para la mayor parte de las cosas, 4. en todo							
16.- Considerando todas las cosas, cómo diría usted que es, 1. muy feliz, 2. bastante feliz o, 3. no muy feliz últimamente.							

Marque la respuesta que mejor defina su situación.

	Nunca	Casi Nunca	Ocasionalmente	Casi Siempre	Siempre
1. Si un niño estuviera enfermo y necesitara quedarse en casa y no ir a la escuela, yo estaría (he estado) más dispuesta a quedarme en casa con él que mi esposo.	5	4	3	2	1
2. Dada la estructura de nuestra sociedad, es importante que la mujer asuma la responsabilidad principal en el cuidado de los niños.	5	4	3	2	1
3. Considero que mi esposo es el que "gana el pan" en la familia.	5	4	3	2	1
4. Mi salario es tan vital para el bienestar de nuestra familia como el de mi esposo.	5	4	3	2	1
5. No trabajaría si mi esposo no lo aprobara.	5	4	3	2	1
6. No asistiría a una convención profesional si fuera inconveniente para mi esposo.	5	4	3	2	1
7. Aunque mi esposo me ayude, la responsabilidad primaria de las tareas domésticas es mía.	5	4	3	2	1
8. Si una esposa y madre siente que no está cumpliendo con sus responsabilidades domésticas a causa de su carrera, debe contribuir en menor escala a las exigencias de su carrera.	5	4	3	2	1
9. Me esfuerzo extremadamente para no hacerle exigencias a mi esposo que sobrepasen las actividades de sus colegas (casados con amas de casa).	5	4	3	2	1
10. Si un esposo o padre siente que no está cumpliendo con sus responsabilidades domésticas a causa de su carrera, debe contribuir en menor escala a las exigencias de su carrera.	5	4	3	2	1
11. Me sentiría menos satisfecha como persona sin las experiencias de mi vida familiar.	5	4	3	2	1
12. Si pudiera hacer las cosas de nuevo, no hubiera tenido hijos.	5	4	3	2	1

	Nunca	Casi Nunca	Ocasionalmente	Casi Siempre	Siempre
13. Si pudiera hacer las cosas de nuevo, no me hubiera entrenado para mi profesión.	5	4	3	2	1
14. Me sentiría menos satisfecha como persona sin los logros de mi carrera.	5	4	3	2	1

Primero, lea la lista de "conductas de enfrentamiento" una por una.

Segundo, decida cuán bien cada definición describe su manera de enfrentar las cosas. Si la definición describe su conducta muy bien circule el número 5 indicando que usted está COMPLETAMENTE DE ACUERDO; si la definición no describe su conducta para nada, circule el número 1 indicando que usted está COMPLETAMENTE EN DESACUERDO; si la definición describe su conducta de alguna manera seleccione un número, 2,3, 4 para indicar en qué medida usted está de acuerdo o en desacuerdo con la definición sobre su conducta de enfrentamiento.

	ME ENFRENTO CON LAS DEMANDAS DE NUESTRA FAMILIA, EN LA QUE AMBOS TRABAJAMOS, DE LA SIGUIENTE MANERA:						ME ENFRENTO CON LAS DEMANDAS DE NUESTRA FAMILIA, EN LA QUE AMBOS TRABAJAMOS, DE LA SIGUIENTE MANERA:					
	Completamente en desacuerdo	Moderadamente en desacuerdo	Ni di acuerdo, ni en desacuerdo	Moderadamente de acuerdo	Completamente de acuerdo		Sin hijos	Completamente en desacuerdo	Moderadamente en desacuerdo	Ni di acuerdo, ni en desacuerdo	Moderadamente de acuerdo	Completamente de acuerdo
1. Siendo más eficiente; utilizando mejor mi tiempo "en casa"	1	2	3	4	5		7. Decidiendo de antemano hacer ciertas labores caseras a una hora señalada	1	2	3	4	5
2. Usando equipo moderno (ej: microonda, etc.) para aligerar las tareas de la casa	1	2	3	4	5		8. Comprando alimentos fáciles de preparar	1	2	3	4	5
3. Creyendo que trabajando los dos estaremos mejor económicamente	1	2	3	4	5		9. Creyendo que mi trabajo me hace mejor madre que si no trabajara	1	2	3	4	5
4. Creando un horario "justo" de tareas domésticas para todos los miembros de la familia	1	2	3	4	5		10. Dejando tareas domésticas sin hacer (aunque quisiera hacerlas)	1	2	3	4	5
5. Durmiendo menos horas de las que realmente necesito	1	2	3	4	5		11. Haciendo que nuestros hijos nos ayuden en la casa	1	2	3	4	5
6. Ignorando comentarios acerca de actitudes propias de hombres y mujeres (ej: las mujeres no deben trabajar, los hombres no deben limpiar la casa)	1	2	3	4	5		12. Ignorando críticas sobre familias en las que ambos padres trabajan fuera de la casa	1	2	3	4	5

ME ENFRENTO CON LAS DEMANDAS DE NUESTRA FAMILIA, EN LA QUE AMBOS TRABAJAMOS, DE LA SIGUIENTE MANERA:						ME ENFRENTO CON LAS DEMANDAS DE NUESTRA FAMILIA, EN LA QUE AMBOS TRABAJAMOS, DE LA SIGUIENTE MANERA:						
	Completamente en desacuerdo	Moderadamente en desacuerdo	Ni di acuerdo, ni en desacuerdo	Moderadamente de acuerdo	Completamente de acuerdo		Sin hijos	Completamente en desacuerdo	Moderadamente en desacuerdo	Ni di acuerdo, ni en desacuerdo	Moderadamente de acuerdo	Completamente de acuerdo
13. Haciendo amistad con otras parejas que trabajan fuera de la casa	1	2	3	4	5	21. Contando con el apoyo moral de parientes cuando hace falta aliciente	1	2	3	4	5	
14. Planeando específicamente en nuestro horario "actividades para la familia"; planeando actividades familiares que podamos disfrutar juntos	1	2	3	4	5	22. Cubriendo por la otra persona en los quehaceres domésticos cuando éste al final del día	1	2	3	4	5	
15. Contratando personal de servicio para que nos ayude en nuestras tareas domésticas	1	2	3	4	5	23. Dejando en el lugar de empleo, trabajo y problemas relacionados con éste al final del día	1	2	3	4	5	
16. No prestando atención a las dificultades y enfatizando los aspectos positivos de nuestro estilo de vida	1	2	3	4	5	24. Teniendo amigos en el trabajo con los cuales puedo hablar acerca de mis preocupaciones	1	2	3	4	5	
17. Planeando horas regulares específicas cada día o semana para desarrollar relaciones familiares (ej: "desde la llegada a la casa hasta la hora de acostarnos el tiempo es para los niños")	1	2	3	4	5	25. Planificando tiempo a solas con mi cónyuge (esposo)	1	2	3	4	5	
18. Saliendo a cenar con frecuencia	1	2	3	4	5	26. Modificando mi horario (ej: reduciendo la cantidad de tiempo en el trabajo o trabajando a horas diferentes)	1	2	3	4	5	
19. Creyendo que mi trabajo me ha hecho una esposa mejor	1	2	3	4	5	27. Confiando con la ayuda financiera de parientes cuando la necesite	1	2	3	4	5	
20. Contratando personal para que se ocupe del cuidado de los niños	1	2	3	4	5	28. Negociando quien se queda en casa con un niño enfermo "caso por caso"	1	2	3	4	5	

ME ENFRENTO CON LAS DEMANDAS DE NUESTRA FAMILIA, EN LA QUE AMBOS TRABAJAMOS, DE LA SIGUIENTE MANERA:						ME ENFRENTO CON LAS DEMANDAS DE NUESTRA FAMILIA, EN LA QUE AMBOS TRABAJAMOS, DE LA SIGUIENTE MANERA:							
	Completamente en desacuerdo	Moderadamente en desacuerdo	Ni di acuerdo, ni en desacuerdo	Moderadamente de acuerdo	Completamente de acuerdo		Sin hijos	Completamente en desacuerdo	Moderadamente en desacuerdo	Ni di acuerdo, ni en desacuerdo	Moderadamente de acuerdo	Completamente de acuerdo	Sin hijos
29.Planeando cambios en el trabajo (ej: transferencias, ascensos, cambios de turno) de acuerdo con las necesidades familiares	1	2	3	4	5		37.Tratando de ser lo suficientemente adaptables para asistir a eventos y necesidades especiales (ej: conciertos de los niños en la escuela etc.)	1	2	3	4	5	
30.Contando con los parientes para ayudar en el cuidado de los niños	1	2	3	4	5		38.Planeando con anticipación para que cambios grandes en la casa (ej: un nuevo bebé) no alteren las demandas de nuestro trabajo	1	2	3	4	5	
31.Identificando a uno de los padres como responsable principal de la crianza de los niños	1	2	3	4	5		39.Aprovechando más el tiempo en el trabajo	1	2	3	4	5	
32.Creyendo que el hecho de trabajar ambos nos hace buenos "modelos de imitación" para nuestros hijos	1	2	3	4	5		40.Teniendo buenos amigos con quien hablar sobre mis estados de ánimo	1	2	3	4	5	
33.Identificando a uno de los padres como responsable principal de las tareas caseras	1	2	3	4	5		41.Limitando nuestros eventos sociales en casa a nuestros amigos más fácil	1	2	3	4	5	
34.Planeando tiempo para mí misma para aliviar las tensiones (trotar, hacer ejercicios, meditar, etc.)	1	2	3	4	5		42.Creyendo que, con el paso del tiempo, nuestro estilo de vida va a ser más fácil	1	2	3	4	5	
35.Comprando más mercancías y servicios (opuesto a los proyectos de "hágalo usted misma")	1	2	3	4	5		43.Planeando horarios con anticipación (ej: quién lleva a los niños al doctor, quién trabaja tarde)	1	2	3	4	5	
36.Animando a nuestros hijos a ayudarse mutuamente siempre que puedan (ej: tareas de la escuela, transportándose a actividades, etc.)	1	2	3	4	5		44.Ajustándose a un horario establecido de trabajo y de actividades familiares	1	2	3	4	5	

ME ENFRENTO CON LAS DEMANDAS DE NUESTRA FAMILIA, EN LA QUE AMBOS TRABAJAMOS, DE LA SIGUIENTE MANERA:						ME ENFRENTO CON LAS DEMANDAS DE NUESTRA FAMILIA, EN LA QUE AMBOS TRABAJAMOS, DE LA SIGUIENTE MANERA:						
	Completamente en desacuerdo	Moderadamente en desacuerdo	Ni di acuerdo, ni en desacuerdo	Moderadamente de acuerdo	Completamente de acuerdo		Sin hijos	Completamente en desacuerdo	Moderadamente en desacuerdo	Ni di acuerdo, ni en desacuerdo	Moderadamente de acuerdo	Completamente de acuerdo
45. Creyendo que debo sobresalir en mi trabajo y en mi papel familiar	1	2	3	4	5		52. Bajando mis "standards" en cuanto a qué bien las tareas caseras deben ser hechas	1	2	3	4	5
46. Disminuyendo mi participación en "actividades fuera de la casa"	1	2	3	4	5		53. Animando a nuestro(s) hijo(s) a ser más auto-suficientes, cuando sea necesario	1	2	3	4	5
47. Estableciendo de quién es la responsabilidad de quedarse en la casa cuando el/los niño(s) están enfermos	1	2	3	4	5		54. Eliminando ciertas actividades (fiestas en casa, trabajo voluntario, etc.)	1	2	3	4	5
48. Identificando a un cónyuge como el responsable principal de "ganar el pan" para la familia	1	2	3	4	5		55. Manteniendo una comunicación frecuente entre todos los miembros de la familia acerca de horarios individuales, necesidades y responsabilidades	1	2	3	4	5
49. Creyendo que trabajar es bueno para mi desarrollo personal	1	2	3	4	5		56. Manteniendo la salud (comiendo correctamente, haciendo ejercicios, etc.)	1	2	3	4	5
50. Creyendo que, a pesar de todo, hay más ventajas que desventajas en nuestro estilo de vida	1	2	3	4	5		57. Creyendo que necesito mucho estímulo y actividad para no sentirme aburrida	1	2	3	4	5
51. Limitando el involucramiento en mi trabajo para tener tiempo para mi familia	1	2	3	4	5		58. Limitando mi involucración en el trabajo diciendo "no" a algunas de las cosas que pudiera estar haciendo	1	2	3	4	5

Por favor verifique cada una de las 58 secciones para cerciorarse de que ha circulado un número para cada una de ellas. Gracias.

¿Qué idioma habla usted?

1. Solamente Español
2. Mas Español, menos Inglés
3. Igual en Español, menos Inglés (bilingüe)
4. Mas Inglés, menos Español
5. Solamente Inglés

¿En qué idioma prefiere hablar?

1. Solamente Español
2. Mas Español, menos Inglés
3. Igual en Español que en Inglés (bilingüe)
4. Mas Inglés, menos Español
5. Solamente Inglés

¿Cómo se identifica usted?

1. Mexicano
2. Chicano
3. México Americano
4. Español Americano, Latino Americano, Hispánico Americano, Americano
5. Anglo American u otro

¿Cuál identificación étnica tiene (tenía) su madre ___ su padre ___?(indique con 1-5)

1. Mexicana(o)
2. Chicana(o)
3. México American(o)
4. Español, Latina Americana, Hispánica(o) Latino(o) Americano(o)
5. Anglo Americana(o) o otro

Cuál era el origen étnico de sus amigos y compañeros hasta la edad de seis (6) años? ___ (indique con números 1-5) de 6 a 18? ___ (indique con números 1-5)

1. Exclusivamente Mexicanos, Chicanos, México Americanos (LA RAZA)
2. En su mayoría Mexicanos, Chicanos, México Americanos (LA RAZA)
3. Casi igual (Mexicanos, Chicanos, México Americanos o RAZA) y otros grupos étnicos
4. En su mayoría Anglo Americanos, Negros u otros grupos étnicos
5. Exclusivamente Anglo Americanos, Negros u otros grupos étnicos

¿Con quién se asocia ahora en la comunidad?

1. Exclusivamente Mexicanos, Chicanos, México Americanos (Raza)
2. En su mayoría Mexicanos, Chicanos, México Americanos (Raza)
3. Casi igual (Mexicanos, Chicanos, México Americanos o Raza) y otros grupos étnicos
4. En su mayoría Anglo Americanos, Negros u otros grupos étnicos

¿Qué clasificación se daría a usted mismo?

1. Muy Mexicano
2. En gran parte Mexicano
3. Bicultural en gran parte
4. En gran parte Americanizado
5. Muy Americanizado

¿Cuál música prefiere?

1. Solamente musica en Español
2. Por la mayor parte en Español
3. Casi igual en Español como Inglés
4. Por la mayor parte en Inglés
5. Solamente Inglés

¿Qué tipo de programas de televisión prefiere?

1. Solamente programas en Español
2. Por la mayor parte programas en Español
3. Igual programas en Español como Inglés
4. Por la mayor parte en Inglés
5. Solamente programas en Inglés

-¿En dónde nació usted?

México Estados Unidos Otro Pais
(Padres)

-¿En dónde nació su padre?

México Estados Unidos Otro Pais

-¿En dónde nació su madre?

México Estados Unidos Otro Pais
(Abuelos)

-¿En dónde nació la mamá de su padre?

México Estados Unidos Otro Pais

-¿En dónde nació el papá de su padre?

México Estados Unidos Otro Pais

-¿En dónde nació la mamá de su madre?

México Estados Unidos Otro Pais

-¿En dónde nació el papá de su madre?

México Estados Unidos Otro Pais

¿En dónde creió usted?

1. En México
2. La mayor parte del tiempo en México y la menor parte en los Estados Unidos
3. La misma cantidad de tiempo en los Estados Unidos y en México
4. La mayor parte del tiempo en los Estados Unidos y la menor parte en México
5. En Los Estados Unidos

¿Puede leer en Español Si No

¿Puede leer en Inglés Si No

¿En cuál lenguaje lee mejor? Indique con un círculo el número que mejor corresponde:

1. Lee solamente Español
2. Lee mejor Español que Inglés
3. Lee igual en Inglés que en Español
4. Lee mejor en Inglés que en Español
5. Lee solamente en Inglés

¿Puede escribir en Inglés? Si No

¿Puede escribir en Español Si No

¿En cuál lenguaje escribe mejor? Indique con un círculo el número que mejor corresponde:

1. Escribo solamente en Español
2. Escribo mejor en Español;
3. Escribo igual en Inglés y Español
4. Escribo mejor en Inglés que en Español
5. Escribo Solamente en Inglés

Que a menudo siente que es verdad lo siguiente:

	<i>casi siempre es verdad</i>	<i>verdad, algunas veces</i>	<i>verdad, raramente</i>	<i>nunca es verdad</i>
1. Siento que soy una persona valiosa, al menos valgo igual que los demas.	4	3	2	1
2. Puedo hacer las cosas tan bien como los demas.	4	3	2	1
3. En general, me siento bien conmigo misma.	4	3	2	1

APPENDIX B

FACTOR ANALYSIS: DECS

Factor 1: (.86)

- v111 Frequent communication-family tasks (.67)
- v112 Maintain health (.61)
- v90 Plan time for self (.59)
- v92 Encourage children help each other (.58)
- v93 Flexible special needs/events (.58)
- v99 Plan schedule ahead of time (.58)
- v70 Schedule family time together (.50)
- v60 Fair task schedule (.49)
- v73 Planning daily family relations/activities (.44)
- v94 Plan ahead-home changes (.39)
- v95 Better use time at work (.46)
- v96 Good friends to talk to (.34)
- v67 Children help w/ tasks (.45)
- v81 Plan time alone w/ spouse (.44)
- v109 Children more self-sufficient (.43)
- v100 Establishing consistent schedule (.40)
- v85 Plan work changes around family (.44)
- v107 Limit job involvement (.43)
- v57 More efficient at home (.43)
- v79 Leave work at work (.34)

- v105 Belief work good for personal growth (.71)
- v106 Belief more advantages than disadvantages (.60)
- v75 Believing working makes better spouse (.56)
- v65 Believing work makes better parent (.56)
- v88 Believe good role models both work (.51)
- v101 Belief must excel work & home (.38)
- v69 Friends w/ couples both work (.38)
- v98 Believe life style easier w/ time (.28)

- v87 ID one responsible for childcare (.73)
- v89 ID one responsible for household tasks (.73)
- v102 Decrease outside activities (.31)
- v103 Establish role stay at home child sick (.53)
- v104 ID one primary breadwinner (.53)
- v110 Eliminate certain activities (.32)

- v91 Buying more goods/services (.40)
- v71 Hire outside help (.45)
- v63 Regular housekeeping task time (.34)
- v66 Not doing some household tasks (.32)
- v76 Hire help for children (.42)
- v108 Lower standards household tasks (.34)

Note: Factors 1 & 4 demonstrated greater strength among Hispanic sample (.91, .63), respectively.

DISSERTATION APPROVAL SHEET

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The dissertation is, therefore, accepted in partial fulfillment of the requirements for the degree of Doctor of Philosophy.

December 9, 1967
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