THE RELATIONSHIP BETWEEN PSYCHOLOGICAL VARIABLES WITH JOB SATISFACTION AMONG COUPLES IN STABLE RELATIONSHIPS

BY
TSELANE ROSE KGANTSI

The relationship between psychological variables with job satisfaction among couples in stable relationships

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Declaration

I declare that the dissertation for the degree of Masters in Social Sciences (Psychology) at the North West University, hereby submitted, has not been submitted by me for a degree at this or any other University, that it is my original work and that all material contained herein, has been fully acknowledged.

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Abstract

There is scant evidence of the links between job satisfaction and variables such as gender, age and occupational status among black people, especially in relation to work-family balance. Therefore this study will focus on the relationship between job satisfaction and its predictors namely; gender, job status, age, marital satisfaction, overall satisfaction with life and psychological well-being.

A survey research design was employed in this study with a cross-sectional approach informing the design. A systematic random sample of a 100 people working in organizational institutions was used in this article. Different employment sectors were randomly selected for example government, parastatal, private business. In addition different levels of employees from middle management, junior staff and top management were also selected.

The findings indicated that the level of job satisfaction is moderate to high for both male and female (43% male & 45% female). Older employees on the other hand have shown moderate levels of job satisfaction. The relationship between job satisfaction and job status yielded moderate results across all levels of work.

The findings indicate that the level of job satisfaction is not specifically in relation to gender. In this article, it has been found that the majority of the

participants who are satisfied with their jobs are older employees. Job status does not seem to have a significant importance towards job status because the high the job status, the high the level of job satisfaction.

General belief is that women will have lower job satisfaction as compared to men. Organisations need to diffuse the myth that there is a difference in the level of job satisfaction. In many studies that have been conducted, it has been found that age is a good determiner of job satisfaction. The main finding is that older employees are more likely to cognitively justify remaining in the organisation because they are more likely to posses more traditional values and supportive work ethics. It is therefore recommended that organisations render ample training to younger employees.

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CHAPTER ONE

INTRODUCTION

As greater numbers of women enter the working force, it has become increasingly important to understand not only the impact of the workingwoman on family life but also how working in turn affects the life of couples as a whole.

Theorists and practitioners seem to accept the assumption that nearly everybody seeks satisfaction in their work. Satisfaction and work are considered as the two markers of adult vocational adjustment (Crites, 1969; Osipow & Fitzgerald, 1996). However it is critical to acknowledge that the individual is exposed to various experiences at work, home and in society. The interest in this study is to find about how experiences of these various environments impact on their daily lives.

Job satisfaction is an attitude that individuals have about their jobs. It stems from various aspects of the job such as pay, promotion opportunities, supervisors and co-workers (Ivancevich & Matteson, 1996). The studies looking at job satisfaction and these variables were largely conducted among white middle class people. However, there is a scant evidence of the links among job satisfaction and the

following variables i.e. gender, age, and occupational status among black people especially in relation to work-family balance.

Central to studies of gender and job satisfaction is why women's job satisfaction is not lower than men's given that women's jobs are often inferior in terms of pay, autonomy, and promotional opportunity (Chiu, 1998), although this is changing. According to available literature, the studies are inconsistent. Some studies report that women have higher job satisfaction, some find that men are more satisfied, and others find no significant difference (Hodson, 1989; Hagan & Kay, 1995).

Several explanations have been proposed for women's high satisfaction. The most probable explanation is that women have lower expectations than men because they compare themselves to women while men compare themselves to men. Secondly, women may be socialized not to express satisfaction (Hodson, 1989). Thirdly, women and men may value different characteristics in a job (Hagan & Kay, 1995).

Crites (1969) linked general job satisfaction with age and discovered a developmental trend in work adjustment. The trend was called a U-shaped "satisfaction cycle" (Crites, 1969) that started at about age 20 with high

satisfaction, dipped to low satisfaction at about age 30, and gradually rose to high satisfaction by midcareer. More recent evidence about the cycle is mixed, some supportive (e.g. Clark, Oswald & Warr, 1996) and some revealing a linear relationship (e.g. Kalleberg & Loscoco, 1983). As people develop and adapt, their purposes more closely match the work that occupies their time and effort; in other words the match becomes more increasingly harmonious. Therefore, job satisfaction is expected to increase as people progress through career life stages.

The studies to date have primarily examined job satisfaction and life satisfaction in relatively stable contexts. Life satisfaction according to Campbell, Converse and Rodgers (1976) could be viewed as an overall measure of well-being. Little research has been conducted examining how changes in the work place might influence the job satisfaction of the employees involved or how this might affect life satisfaction.

According to Yu-Wen (1990) people with a high satisfaction with life are said to be those who hold high positions at work, mostly women, and are older. This may be the case because the majority of people believe that if you have money, status or good job, you are automatically satisfied with your life. Social comparison theories suggest that some consequences are probable when the competition between men and women increase in the work place.

Generally, the entry of women in the labour force has meant that previously taken for granted, roles have to be re-negotiated. Torres (1997) believes that the psychological wellness that women have acquired in the work place may not be the same to their spouses, which means their roles have to change too.

Despite all these changes, traditions among some communities still persist. Some of these practices include among others long tiring days at work, whereas for some women, this has brought expectations of egalitarian division of house hold labour with their spouses. Even though research indicates that employment provides more equitable division of labour (Blood & Wolfe, 1960; Pleck, 1979) the findings are not true for all women.

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According to Constanzo and Oskamp (1993), community organizations and institutions including schools and childcare centre, can provide significant support. Williams (1977) continues to say that some people find support from their churches and mother's moms of the same communities. Some of the support systems include kindergartens and day care mothers.

The South African legislation recognizes that paternal leave albeit two days, is necessary. Some companies have day care- centers to look after the children of the employees. Bankert and Googins (1996) assert that companies have

developed benefits, which are not always beneficial to the majority of employees. That is benefits offered are inexpensive and non-obtrusive to administer. Bass and Wilhem (1995) believe that those benefits do not meet the deeper issues of the families for which they are intended.

The literature shows that some factors such as age and job related features are important for job satisfaction. However, as pointed out, the individual has an existence at home that may influence their job satisfaction. Thus, the present study is an attempt to understand how psychological variables are related to job satisfaction and also how they tend to predict it, especially in black-dual career families.

2. STATEMENT OF THE PROBLEM

Jobs and families both demand enormous commitments of time and energy especially during the peak years of family formation and career growth (Padavic & Reskin 1999). Padavic and Reskin (ibid.) assert that jobs usually consume about a third of a persons` day, not including time spent commuting and preparing for work. The question asked by this study is how are psychological variables such as age, gender, marital satisfaction, psychological well-being, and work-family related to job satisfaction.

Therefore this study will focus on the relationship between job satisfaction and its predictors namely; gender, job status, age, marital satisfaction, overall satisfaction with life and psychological well-being.

3. RESEARCH QUESTION

What are some of the factors that influence job satisfaction among black families?

4. OBJECTIVES

- To compare job satisfaction of black male and female employed adults in a stable relationship
- To establish the relationship between job satisfaction and psychological variables such as marital satisfaction, satisfaction with life and psychological well-being.

5. SIGNIFICANCE OF THE STUDY

There has been an increase in the number of women in the work force and the subsequent involvement of husbands in domestic work. Balancing work and family seems to be a problem for employed couples. Thus, the study is important

in attempting to understand the role played by other factors in the job satisfaction of people in committed relationships.

6. HYPOTHESIS

- Black women as compared to black men, will have a lower job satisfaction
- There are no gender differences in the determinants of job satisfaction of both male and female respondents.
- General Job satisfaction will be a positively correlated with life satisfaction, marital satisfaction and overall psychological well-being.

CHAPTER TWO

LITERATURE REVIEW

According to Bergh and Theron (1999), and Locke and Sweiger (1979), job satisfaction can be defined as "a predominantly positive attitude towards work situation". It is also known that the degree to which an organization's work environment is well designed will also to some extent influence the satisfaction levels of employees in that organization (Erasmus & Sadler, 1999). Job satisfaction can be viewed as an attitude that individuals have about their jobs, a result of their perception of the job and the degree to which there is a good fit between the individual and the organization (Ivancevich & Matteson, 1996).

Job satisfaction is not a univariate construct, but is rather conceptualized as multi-dimensional. Overall job satisfaction, the focus of the current study, has been conceptualized as a linear aggregation of satisfaction with various job facets (Weiss, Dawis, England & Lofquist, 1967).

Job satisfaction stems from various aspects of the job, for example pay, promotion, supervisors, co-workers, policies, working conditions and benefits. The five most important dimensions according to Ivancevich and Mattesson, (1996) are: the amount of pay received and the perceived equity of pay, the extents to which job tasks are considered interesting and provide opportunities for learning and for accepting responsibility, the availability of opportunities for

advancement, the abilities of the supervisor to demonstrate interest in and concern about employees, and the extent to which co- workers are friendly, competent, and supportive.

As certain aspects enhance job satisfaction, certain issues also cause problems within the work environment. Dissatisfaction can lead to higher labour turnover (Erasmus & Sadler, 1999). High labour turnover and employee replacements costs can have very negative effect on organizational success. Women also face certain problems in organizations and some of these problems include wages that are lower than those of men, the glass ceiling affect, balancing careers and family choices, ensuring employment equity, sexual harassment, stress, lack of skills and working schedules (Cooper & Lewis, 1995).

Lifespan career theorists directly address general job satisfaction in the following formal proposition: "the degree of satisfaction people attain from work is proportional to the degree to which they have been able to implement self-concepts" (Super, 1996). Satisfaction at any point in an individual's career depends on the successful implementation of occupational self-concepts that is "translating one's idea of oneself into occupational terms" (Super, ibid). If a person becomes engaged in work that matches their occupational self-concept, then they are likely to experience general job satisfaction. Specifically, the match

between expressed occupation choices and the kind of work that a person enters contributes to the person's overall job satisfaction.

A number of variables have been identified as possible predictors of job satisfaction. These include job or task characteristics such as skills variety, complexity and role ambiguity (Glisson & Durick, 1988), worker characteristics such as personality, length of tenure and marital status (Naumann, 1993), and the characteristics of the organization such as increased participation in decision making, the opportunity for training and development, and career advancement within the workplace (Locke & Sweiger, 1979).

Hertzberg as cited by Ivancevich and Matteson, (1996) developed a content theory known as the two- factor theory of motivation. The two factors are called the dissatisfiers-satisfiers or the hygiene motivators or the extrinsic-intrinsic factors depending, depending on the discussant of the theory. The original research, which led to the theory, gave rise to two specific conclusions. First, there is a set of extrinsic conditions, the job context, which results in dissatisfaction among employees when certain conditions are not present. If these conditions are present, this does not necessarily motivate employees. These conditions are the dissatisfiers or the hygiene factors, since they are needed to maintain a level of "no dissatisfaction".

Second, a set of intrinsic conditions- the job content – when presented in the job, builds strong levels of motivation that can result in good job performance. If these conditions are not present, they do not prove highly satisfying. The factors in this set are called satisfiers or motivators.

Hertzberg's model basically assumes that job satisfaction is not a unidimensional concept (Ivancevich & Matteson 1996). His research leads to the conclusion that two continuums are needed to correctly interpret job satisfaction. Table 1.1 presents two different views of job satisfaction. Prior to Hertzberg's work, those studying motivation viewed job satisfaction as a unidimensional concept; that is they placed job satisfaction at one end of the continuum and job dissatisfaction at the other end of the same continuum. This meant that if a job condition caused job satisfaction, removing it will cause job dissatisfaction.

Table 1.1 Traditional versus Hertzberg's view of job satisfaction

Traditional theory	
High job satisfaction	High job dissatisfaction
Hertzberg's theory	
High job satisfaction	Low job satisfaction
High job dissatisfaction	Low job dissatisfaction

Source: Robins (2004)

Job satisfaction has been linked to a number of factors such as gender. Findings regarding gender differences in determinants of job satisfaction have been inconsistent. Some studies find gender differences. Murray and Atkinson (1981) conclude that eight studies show in general that women attach more importance to social aspects, and men place greater value on pay, advancement, and other extrinsic features.

Quinn et al. (1974) found that women placed more importance than men did on travel time from home, perhaps because of women's role responsibilities. Martin and Hanson (1985) hypothesized that determinants of job satisfaction vary by whether a person is the breadwinner in the household. As expected, they found that convenience was more important for the job satisfaction of nonbreadwinning women than for others.

Rosenbach, Dailey and Morgan (1979) and Kanter, (1977) found some gender differences, but attribute those to women's lower positions on the hierarchy. Other studies find that determinants of job satisfaction are very similar for women and men (Weaver, 1978; Hodson, 1989). Hodson (1989) concluded what differences there are in determinants of job satisfaction are quite small and may not be substantively meaningful.

Related to the idea that women and men differ in what they want is the idea that gender differences may be found in satisfaction with specific aspects of one's job. In analysis of the 1973 Survey of Working conditions, Quinn, Mangione, and Baldi de Mandilovich (1973) found that women were significantly less satisfied than men with the financial rewards and the challenges their jobs provided. In contrast, Penley and Hawkins (1980) analyzed workers in one firm and found no significant gender differences on satisfaction with pay.

Research by Tolbert and Moen (1998) that includes a broad range of occupational categories found that although some gender differences exist among new entrants to the workforce, gender differences in job satisfaction preferences are relatively small or non-existent. Both men and women were likely to place a high value on work that provided a sense of accomplishment and was meaningful (Martin & Hanson, 1985; Tolbert & Moen, 1998).

Age is another factor linked to job satisfaction. Some of the concerns in the workplace relate to the ages of individual workers and their performance. Many studies have found that job satisfaction is greater among older workers than among younger workers (Janson & Martin, 1982; Wright & Hamilton, 1978). Rhodes (1983) found that older employees may enjoy their work more, not because of their age, but because they have managed to find more enjoyable positions. Rhodes (1983) suggests that the higher the job status, the higher the

average job satisfaction and high status positions are generally held by older people.

Kallerberg and Loscoco (1983) found that a curvilinear equation best fit the age-satisfaction for males, while a linear equation best fit the relationship for females. Since age is an indirect measure of stage of the life cycle, these results suggests that job satisfaction changes across stages of the life cycle, and these changes differ for men and women.

Balancing work and family is another factor linked to job satisfaction. Striking changes in the nature of families and the workforce, such as rising numbers of dual career couples and working mothers with young children, have increased the likelihood that both male and female employees have substantial household obligations as well as major work responsibilities (Allen, Herst, Bruck, & Sutton, 2000). These fundamental issues have stimulated considerable scholarship related to work and family issues, particularly research on work-family conflict (Allen et al. 2000; Kinnunen & Mauno, 1998). Work-family conflict occurs when an individual encounters demands associated with the other domain (Greenhaus & Buetell, 1985).

Greenhaus and Beutell (ibid) proposed that work-family conflict is intensified when either work or family roles are salient and central to the person's self

concept. They theorized that the more important a role is to an individual, the more time and energy that person will invest in it, which will allow less time and energy for other roles.

Work-family conflict has been associated with a number of dysfunctional outcomes, including burnout (Bacharach, Bamberger, & Conley, 1991), decreased family and occupational well-being (Kinnunen & Mauno, 1998), psychological costs and physical complaints (Frone, Russel, & Cooper, 1992), and job and life dissatisfaction (Netemeyer, Boles, & McMurrian, 1996). These findings underscore the importance of understanding the conflict and its sources.

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Two dominant theories regarding the division of household labour suggest very different answers to these questions. One assumes women are largely confined to the domestic sphere and men to paid employment; the other emphasizes women's dual roles as homemakers and workers.

The resource theory, as Pleck (1985) portrays it, treats the division of a household's total productive labour as a rational decision maximizing its collective efficiency and utility. According to Silver (1993), women's labour force participation is minimal or secondary to their domestic contributions. Under conditions favoring the earning potential of men, husbands exchange money or

instrumental functions for wives' affection, household reproduction, and expressive reproduction.

The role overload theory, in contrast, draws on time use studies compatible with feminist critiques of the family division of labour (e.g., Sokoloff, 1980). As formulated by Pleck, (1985), the role overload hypothesis holds that the division of family house work in contemporary two-earner couples, deriving from traditional sex role ideology and husband's low psychological involvement in the family, is inequitable, a source of conscious dissatisfaction to wives, and injurious to their well-being.

Prior research suggests that women, on average, place a greater priority on their family role than men (Gutek, Searle & Klepa, 1991). For example, in balancing their work and family roles, women tend to assign fixed priorities to their family responsibility that are independent of work demands, whereas men tend to employ a compensatory approach and are more likely to trade off family responsibilities for work responsibilities (Silver,1993). Because women tend to place greater priority on their family role, the job satisfaction of women is lily to be more negatively affected by work-family conflict than that of men.

Many career models propose that individuals may view their careers differently depending on which age related stage they are in (Judge, Cable, Boudreau &

Bretz, 1995). In particular, researchers have observed that in early stages of their career, individuals are often willing to sacrifice their personal lives in the interest of their career progression (Gordon & Whelan, 1998). However, as individuals advance in age to the maturity stage of their careers, they have been found to place a greater emphasis on a balance between their work and family lives when assessing their careers (Gordon & Whelan, ibid). Thus because of the greater priority that individuals place on their family roles as they age, the job satisfaction of older individuals is likely to be more negatively affected by work-family conflict that that of younger individuals.

Prior research has found that being married leads individuals to give their personal lives priority over their work lives (Blau, Ferber & Winkler, 1998). Similarly, being a parent increases the importance that individuals place on their family roles (Blau, et.al, 1998). Because of the greater priorities that individuals place on their family roles once they get married and have children (Blau et.al. ibid), such individuals may be more likely to be dissatisfied when their work role spills over into their family role than are individuals who are not married and/ do not have children. It is expected that the negative relationship between work-family conflict and job satisfaction to be stronger for those individuals who have a spouse and/children for those who do not.

Thus, the interest in this study is to understand how black African families who are characterized as dual earner families, experience this balance between work and home roles and this might be related to their psychological well-being.

Psychological well-being is not a unitary construct. Conceptualizations of well-being integrate a variety of dimensions such as self-esteem, happiness, satisfaction, and burnout (Baruch and Barnett, 1986). Of those dimensions this study focuses on life satisfaction and general well-being of working couples. In dual earner families, the simultaneous demands of home and work may generate continuous stress between spouses and lead to long term burnout (Pines, 1993).

Life satisfaction has been a central construct in the formulation of social psychological theories of well-being (Kimmel, 1990). In most cases, the construct has been defined as an overall appraisal of one's life conditions. In this connection, existing research indicates that life satisfaction is related to intellectual skills, health, and social activities (Myers & Diener, 1995), as well as to family processes (Harlow & Canter, 1996).

The current study focuses on job satisfaction and some of its determinants. It is then concluded that the demographic predictors of job satisfaction namely; age, gender and occupational status determine job satisfaction. Part of the literature reveals that the level of job satisfaction remains the same in both males and

females, but changes as the person's age changes. Rising numbers of dual career couples and working mothers with young children have increased the likelihood that both male and female employees have substantial household obligations as well as major work responsibilities. However, the literature says very little about factors in the individual's life and how these may influence job satisfaction.

CHAPTER THREE

METHODOLOGY

3.1 Research Design

A survey research design was employed in this study with a cross-sectional approach informing the design. A survey is a method of obtaining large amounts of data usually in a statistical form from a large number of people in a relatively short period of time (McNeil, 1990). Thus, participants were only asked about various experiences at one point only.

3.2 Sample

A systematic random sample of a 100 people working in organizational institutions was used in this study. Different employment sectors were randomly selected first e.g., government, parastatal, private business. In addition different levels of employees e.g., middle management, junior staff and top management were also selected.

A brief summary of the demographic characteristics of the participants is presented in the composite table 2.

TABLE 2: DEMOGRAPHIC CHARACTERISTICS OF PARTICIPANTS

Variable	f	%
Gender		
Male	50	50%
Female	50	50%
Age		
19-25	16	16
26-30	25	25
31-40	37	37
41-60	22	22
Marital status		
Married	70	70
Living together	30	30
Residential area		
Urban	69	69
Rural	31	31
Race		
African	89	89
White	07	07
Coloured	04	04
Occupational category		
Professional	23	23
Health workers	08	08
Administration	30	30
Government	14	14
Management	25	25

3.3 Measuring Instruments

A questionnaire was used (see Appendix A for the questionnaire and covering letter). The questionnaire covers the following information:

3.3.1 Demographic data sheet

The demographic data was thought to be of relevance to the study because it covered the demographic characteristics of the participants such as gender, marital status, and the type of work of the participant, age, sex, race and religion.

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3.3.2 General well-being schedule (Fazio, 1977)

The general well-being (GWB) schedule is a 33-item scale which was developed by Fazio (1977), for assessing representations of subjective well-being. GWB was therefore used to measure the general well-being of the participants.

According to Robinson, Shaver & Wrightsman, (1991), the General Well-Being schedule was developed for the National Center for Health

Statistics. The scale was used for assessing self-representations of subjective well-being. Item-correlations ranged from .48 to.78 for the college students' sample. Sub-scale total correlations ranged from .56 to .88. A correlation coefficient was .91 for men and .95 for women.

3.3.3 An index of Job satisfaction (Brayfield & Rothe, 1951)

The job satisfaction scale was used to measure general job satisfaction. This scale was developed by Brayfield and Rothe (1951) with based on the assumption that job satisfaction could be inferred from the individual's attitude towards his or her work. The present index contains 18 items. The Likert scoring system consists of five categories of agreement to disagreement, which is applied to each item. Therefore, this scale was used to measure the overall job satisfaction of the participants. The scale was used in this study because it provides a robust index of job satisfaction on the definition of this scale.

The construction of this scale was made a class project in personnel psychology for members of a US Army specialized training programme in personnel psychology at the University of Minnesota in the year 1943. A total of 73 men cooperated. Items referring to specific aspects of a job were eliminated since an overall attitudinal factor was desired.

The revised scale was administered as part of the study of 231 female office employees. One of the investigators personally administered the test to employees in small groups. The range of job satisfaction scores for this sample was 35-87. The mean score was 63.8, with a SD of 9.4. The odd even product- moment reliability coefficient computed for this sample was .77, which was correlated by the Spearman- Brown's formula to a reliability coefficient of .87.

Evidence for the high validity of the index rests upon the nature of the items, the method of construction, and its differentiating power when applied to two groups that could reasonably be assumed to differ in job satisfaction. The nature of the individual is partial, although not crucial, evidence for the validity of the scale. Additional evidence is furnished by the method of construction. The attitude variable of job satisfaction is inferred from verbal reactions to a job expressed a favorable-unfavorable continuum.

3.3.4 Satisfaction with life scale (Diener, Emmons, Griffin & Larsen, 1985)

Diener, Emmons, Griffin Larsen and (1985) developed a 7 item scale called Satisfaction with Life Scale (SWLS). They designed this scale as cognitive judgmental process whereby respondents are asked for an overall judgment of their lives in order to measure the concept of life satisfaction.

For each item the participant must choose from a 1-7 range on a Likert type scale, with the anchors being: 1=strongly disagree; 2= strongly agree.

In his study, Diener (1985) reported a retest-reliability of .82 and alpha reliability of .87. According to Pavot and Diener (1993) the SWLS has good psychometric properties.

3.3.5 Sex role ideology scale (Kalin & Tilby, 1978)

A modified version of Kalin and Tilbay(1978), Sex role ideology scale is a 20 item Likert type scale, which was used to measure the participants' gender role attitudes. The responses are on a two point scale with the following range: 1=true; 2=false

According to Kalin and Tilby (1978), SRI scale's internal consistency has been shown through item total correlations and split-half reliability r=. 79, while test-retest reliability has been found to be 87.

3.3.6 The dyadic adjustment scale (DAS) by Graham & Filsinger (19

The Dyadic Adjustment Scale was initially developed by Graham and Filsinger to measure the following variables: (a) troublesome marital differences, (b) inter-spousal tensions and personal anxieties, (c) marital satisfaction,(d) dyadic cohesion, and (e) consensus on matters on matters of importance to marital functioning. In this study, this scale was used to measure marital satisfaction only.

The DAS is a 37-item primarily Likert-style questionnaire utilizing 5-, 6-, and 7- point response. The questionnaire was administered to a purposive sample of 218 married persons. Tests were made of the scoring means of the married and divorced couples. Factor analysis produced four interrelated dimensions: Dyadic adjustment, dyadic cohesion, dyadic satisfaction and affectional expression.

Coefficient alphas for internal consistency reliability have been reported by Spanier (1986) as Dyadic Adjustments, .96; Dyadic Satisfaction, .94; Dyadic consensus, .90; Dyadic Cohesion, .86; and affectional expression, .73. Chronbach's alpha is reported to be .96 for the overall DAS.

Judges determined context validity based on the theoretical dimensions. The scale discriminated between married and divorced samples. Mean scale scores reported by the author for married and divorced samples were 114.8 and 70.7 respectively. The DAS has the constructive validity conforming to a theoretical structure.

3.4 PROCEDURE

Following the selection of the sample, questionnaires were dispatched to the participants. A letter requesting their participation was also sent with the questionnaires. The letter explained why they were selected; their permission to participate was sought. Explanations were given in regard to how confidentiality would be maintained.

Ethical considerations: approval to conduct the study was given by the Department of Psychology at North West University (Mafikeng Campus).

3.5 DATA ANALYSIS

SPSS version 11.0 was used to compute both descriptive and inferential statistics. Descriptive statistics used were frequencies, standard deviations and means and inferential statistics were used largely to test the hypothesis as proposed in the study. Descriptive statistics such as standard deviation, mean and variance were used to present data. To test the hypothesis, cross-tabs were used.

The influence of independent variables (subjective well-being, occupational category, satisfaction with life, marital satisfaction, marital status and age) on the dependent variable (job satisfaction) was determined with the use of linear regression. The variances of the standardized regression coefficients can be computed as the product of the residual variance. The coefficient of determination (R^2) will be used to attest to the amount of variance explained by the independent variables on the dependent variable.

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To determine the practical significance of the R^2 obtained from the regression models, effect sizes will be calculated. Recently significance testing has been criticized (Cohen, 1990; Hunter, 1997). Effect size (ES) is a name given to a family of indices that measure the magnitude of a treatment effect. To test the practical significance of the regression models, effect sizes were computed

based on the following formula by Steyn (1999): $f^2=R^2/1-R^2$. There is a wide array of formulas used to measure effect size.

CHAPTER FOUR

RESULTS

A reliability item analysis was performed for all the scales in the data set. This form of reliability is also referred to as the internal-consistency reliability.

Table 3: Reliability analysis (Cronbach Alpha)

Scales	Cronbach alpha
GWB	-.071
SWLS	.787
SRI	.249
DAS	.856
INDEX OF JOB SATISFACTON	.470

Key: GWB=General well-being
SWLS=Satisfaction With Life Scale
DAS=Dyadic Adjustment Scale
SRI=Sex Role Ideology Scale

The values depicted above show that the instruments used were reasonably reliable. Kline (1993) noted that although the generally accepted value of 0.8 is appropriate for cognitive tests such as intelligence tests, for ability tests a cut off point of 0.7 is more suitable. Furthermore, dealing with psychological construct values below even

0.7 can be expected because of the diversity of the constructs being measured (Kline, 1993).

Table 4 below shows the descriptive statistics of all the scales. This table shows that the respondents obtained the highest average score on subjective well-being (mean=2.83) and satisfaction with life (mean=2.53). As evidenced by the table below. The scores are reasonably homogeneous. This homogeneity is probably accounted for by standard deviations below the mean for each scale.

Table 4: Descriptive Statistics of different scales

Scale	mean	SD	Var
GWB	2.83	.378	.143
DAS	2.36	.482	.233
SRI	2.00	.000	.000
INDEX OF JOB SATISFACTION	2.12	.327	.107
SWLS	2.53	.627	.393

The table below shows the descriptive statistics of both males and females.

Table 5: descriptive statistics of different scales according to gender

	Males			Females		
Scale	mean	SD	Var	Mean	SD	Var
GWB	2.88	.328	.108	2.78	.418	.175
DAS	2.30	.463	.214	2.42	. 499	.249
SRI	2.00	.000	.000	2.00	.000	.000
JOB SAT	2.10	.303	.092	2.14	.351	.123
SWLS	2.52	.614	.377	2.54	.646	.417

4.1 Correlation Analyses between Various Scales

The table below shows a correlation matrix based on the SWLS, index of job satisfaction, DAS and SWB.

TABLE 6: Correlation among various scales

Scales	**1**	**2**	**3**	**4**
GWB	1			
DAS	-.205	1		
JOB SAT	-.242	.163	1	
SWLS	.043	.079	-.018	1

Key: 1= GWB, 2=DAS, 3=JOB SAT, 4=SWLS

A correlation analysis of different scales was computed in the matrix above and it was found that when SWLS was correlated with Index of Job Satisfaction, the results yielded were r=-.018.The negative relationship between

satisfaction with life and job satisfaction may mean that satisfaction with life may not translate to job satisfaction. A positive relationship (r=.163) was shown when DAS and job satisfaction were correlated. This positive relationship shows that marital satisfaction and job satisfaction correlate were important for the participants in this study.

Correlation between general well-being and job satisfaction on the other hand yielded r=-.242 which means that there is a negative relationship between the two.

Linear regression model was computed using Index of Job Satisfaction Scale as a dependent variable, and the independent variables (age, gender, satisfaction with life, marital satisfaction, marital status, occupational category and subjective well-being). The aim was to determine whether independent variables contributed significantly towards predicting job satisfaction. The plot and the tables below contain a summary of the partial and model squared correlation coefficients.

Table 7 shows an R-square value of 0.083, which means that the independent variables only explain 8% of the change in the dependant variable. Realistically, it can be assumed that this was not a distinctively predictive model.

Table 7: Model summary of squared correlation coefficients

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.287(a)	.083	.011	.316

a. **Predictors:** (Constant), Subjective Well being, Occupational Category, Gender, Satisfaction with Life Scale, Marital Satisfaction, Age, Marital Status

b. **Dependent Variable:** Job Satisfaction

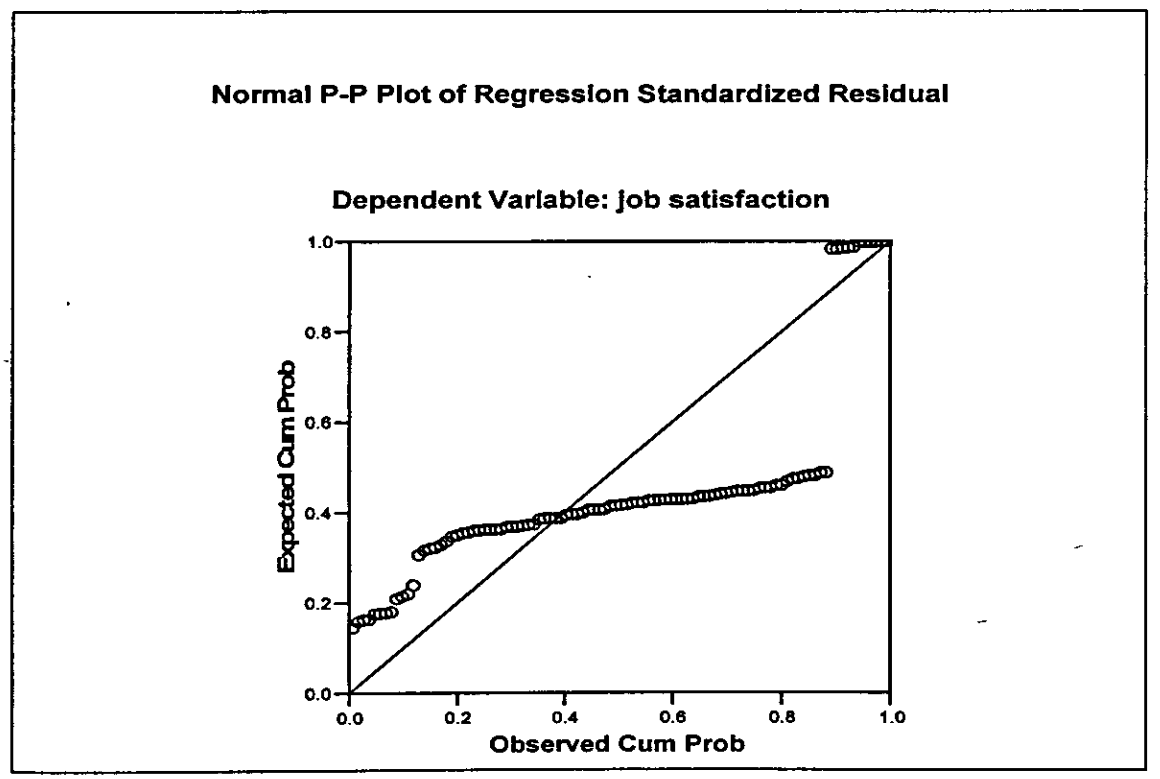


Figure 1: The Normal P-P Plot of regression-standardized residual

As shown by the plot above, the points do not lie close to the line of fit, which indicates that the distribution of the residuals do not match the normal distribution at all.

The second linear regression was used to find out the extent of the relationship between the dependent variable (job satisfaction) and the independent variables (age, gender, subjective well-being, Satisfaction with life and marital satisfaction).

The results below indicate that there is some relationship between the scales and job satisfaction with r-square =.083. Below is a table of the model summary and normal PP Plot of the regression.

Table 8: model summary of squared correlation coefficients

Model	R	R Square	Adjusted R Square	Std. Error of the estimate
1	.288	.082	.034	.321

a. **Predictors:** (Constant), Subjective well-being, Satisfaction With Life, Gender, Marital Satisfaction, Age
b. **Dependent Variable**: Job Satisfaction

Below is a normal P-P Plot of the regression analysis above. The plot below shows that the relationship exists and this is represented by an R- square of 8%.

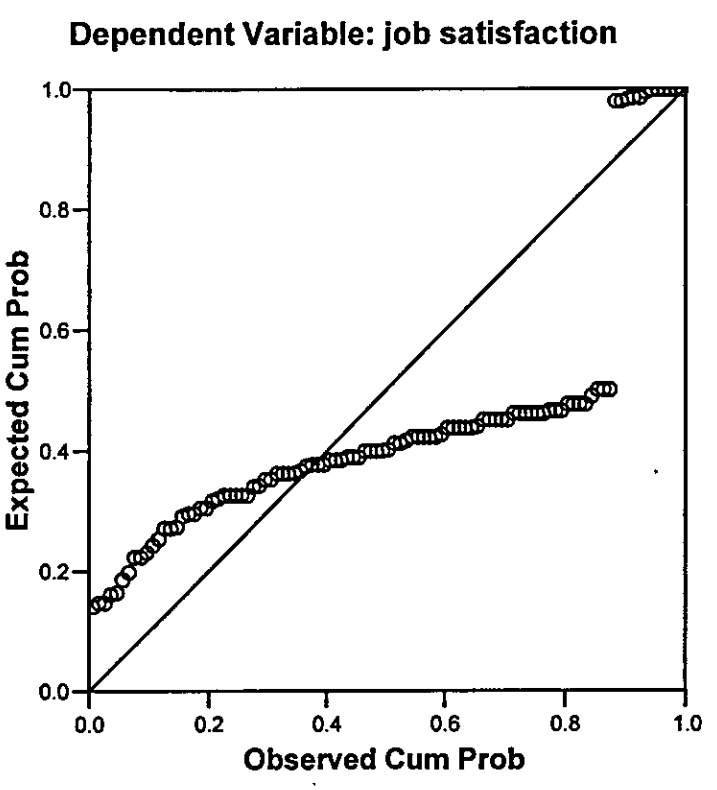


Figure 2: The normal p-p plot of regression standardised residual

Chi Square, correlation and cross tabulations were used to measure job satisfaction in relation to gender, age, occupational status, marital satisfaction, Psychological well-being and satisfaction with life to test the hypothesis below.

Hypothesis one states, " black women as compared to black men will have a lower job satisfaction". To test this hypothesis, cross tabulation between gender and overall job satisfaction was computed. The following results were yielded: chi square= .379, df=1 and p=. 538. The level of job satisfaction is moderate to high for both male and female (43% male and 45% female). This finding shows that the differences in the level of job satisfaction are however not specifically in relation to gender.

In the case of hypothesis two which states that "there are no gender differences in the determinants of job satisfaction of both male and female respondents" a chi square was run and the following were each cross tabulated with job satisfaction; age, occupational category and marital status. Age and job satisfaction yielded a significant finding, (chi-square = 6.106, df=3, p= .107).

The level of job satisfaction remained moderate (88%) when cross-tabulated with marital satisfaction. This was done in order to establish whether being

married or not influence job satisfaction. The results indicate that marital status of individuals in this study does not influence their job satisfaction.

The level of job satisfaction according to job status is moderate to high (88%). Marital status and job satisfaction yielded a positive finding (chi-square= .162, df=1 and p= .687). The hypothesis is therefore accepted.

In terms of hypothesis three which states that "general job satisfaction will be positively correlated with life satisfaction, marital satisfaction and psychological well-being, a descriptive analysis of the scales which are closely related to the hypothesis (e. g., satisfaction with life scale, dyadic adjustment scale and subjective well-being scale) was done.

A measure of job satisfaction and satisfaction with life scale yielded chi-square= 2.376, df=2 and p=. 305. The results yielded a positive relationship (see table 12). A chi-square was again run to find the relationship between job satisfaction and marital satisfaction. The levels of both job satisfaction and marital satisfaction were moderate to high and the results yielded a chi-square = 2.662, df=1, p=.103 (see table 13). The relationship between job satisfaction and subjective well-being yielded (chi-square= 5.880, df=1, p=.15). The hypothesis was thus accepted (refer to figure 7)

An analysis of job satisfaction was carried out and the results are shown below

Table 9: the level of job satisfaction

		Frequency	Percent	Valid Percent	Cumulative percent
Valid	Low	1	1.0	1.0	1.0
	Moderate	88	88.0	88.9	11.0
	High	11	11.0	11.1	100.0
	Total	100	100.0	100.0	

The frequency table tabulated showed that 88% of the participants have moderate levels of job satisfaction, whereas 11% have shown high levels of job satisfaction.

An analysis between gender and job satisfaction was run using a cross tabulation and the results are shown below:

Table 10: Gender and Job satisfaction cross tabulation

		Gender		Total
		Male	Female	
Job satisfaction	Moderate	43	45	88
	High	7	5	12
Total		**50**	**50**	**100**

A test of relationship above shows that there is a significant relationship between the two variables (chi square= .379, df=1, p=.538). The table shows

that job satisfaction is moderate to high for both males and females. This finding shows that the differences in the level of job satisfaction are however not specifically in relation with gender.

A distinction was drawn between males and females in terms of how they feel about their jobs. 52% of the participants (27% male and 25% females) felt fairly well satisfied with their jobs (chi-square= 5.751, df= 4, p=.218). See figure below.

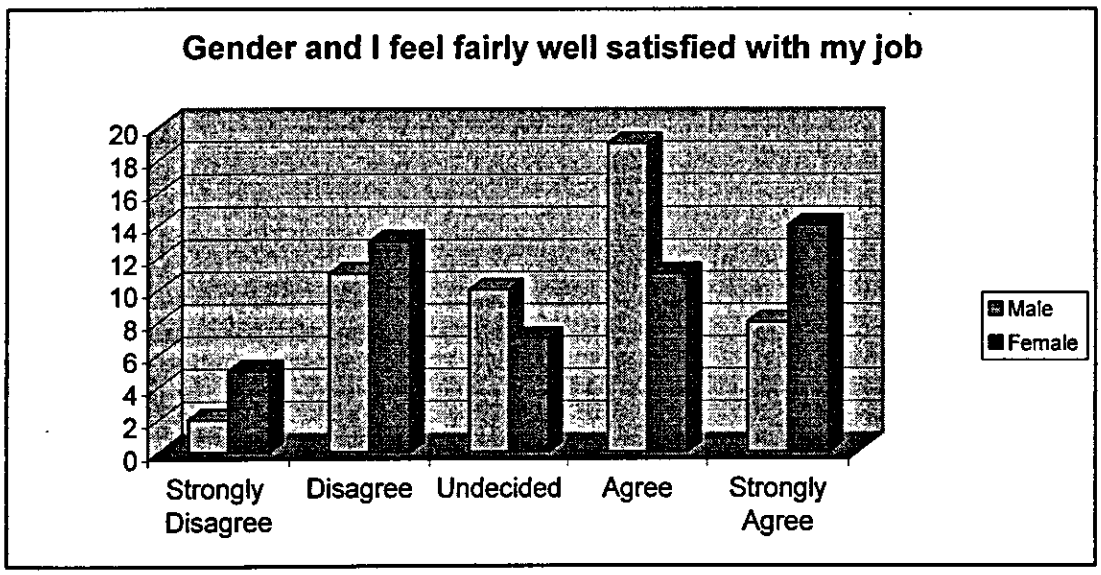


Figure 3: Gender and I feel fairly well satisfied with my job

Majority of participants indicated that they like the type of job they are doing, (68% of participants of which 34% are males and 34% are females). This means that both males and females have similar feelings about their jobs.

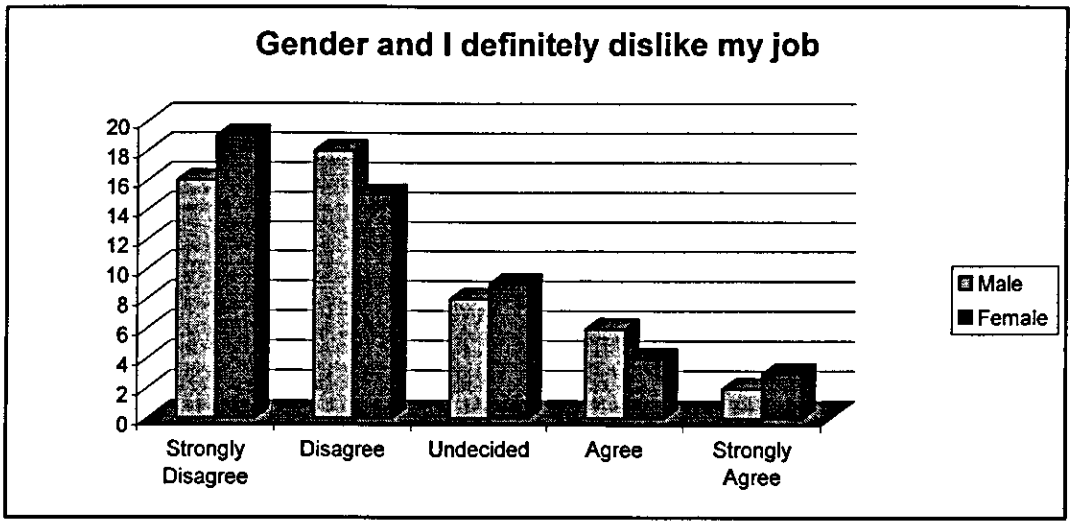


Figure 4: gender and I definitely dislike my job

To find out whether age influences job satisfaction, a cross tabulation was run and the results showed that 88% of the participants exhibited a moderate level of job satisfaction across all ages. This finding show that age does in this study does not influence job satisfaction (see table 12 below).

Table 11: age and job satisfaction

		Job satisfaction		Total
		Moderate	High	
Age	19 – 25	12	4	16
	26 – 30	25	0	25
	31 – 40	32	5	37
	41 – 60	19	3	22
Total		88	12	100

Marital status was cross tabulated with job satisfaction to see if whether being married or not influence people's job satisfaction. The respondents showed a moderate level of job satisfaction (88%) irrespective of whether the person was married or not, the satisfaction remained similar. The figure below shows the level of satisfaction.

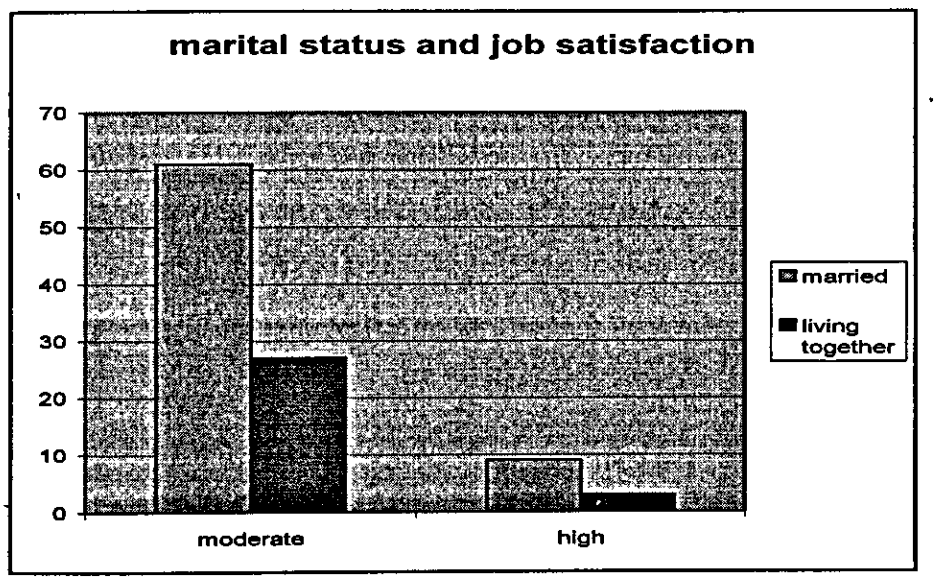


Figure 5: marital status and job satisfaction

When index of job satisfaction was correlated with occupational category, the value yielded was r=.037 that shows that there is a positive relationship. The results showed a moderate level of satisfaction (see the figure below).

Job satisfaction and occupational category

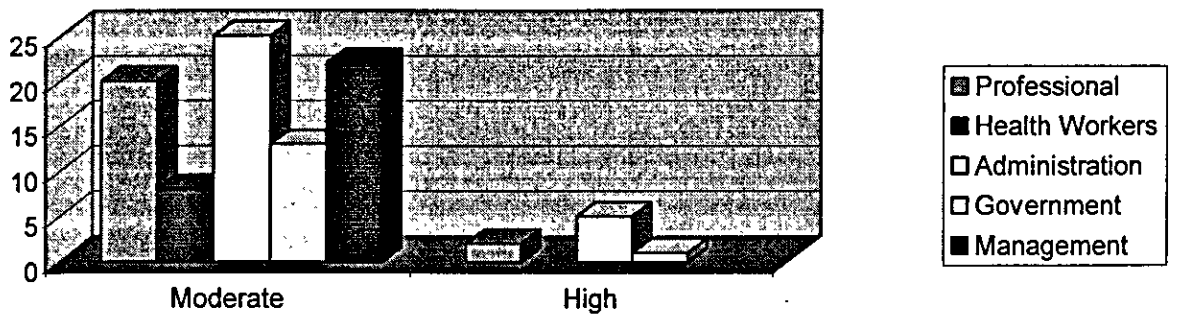


Figure 6: job satisfaction and occupational category

The table below is a description of job satisfaction and satisfaction with life. Most of the participants who accounted for 88% of the sample showed high levels of both job satisfaction and satisfaction with life. 12% of the participants reported a high level of both.

Table 12: job satisfaction and satisfaction with life

	Satisfaction with life			
	Low	Moderate	High	Total
Job Satisfaction Moderate	7	27	54	88
High	0	6	6	12
Total	7	33	60	100

To find out whether there is a relationship between job satisfaction and marital satisfaction, a cross tabulation was done between the two variables and the results are shown in the table below.

Table 13: Job satisfaction and marital satisfaction cross tabulation

	Marital satisfaction		Total
	Moderate	High	
Job satisfaction	58	29	87
Moderate	7	6	13
High			
	65	35	100
Total			

The table above shows that both marital and job satisfaction of the participants is 87%. The findings indicate that there is a positive relationship between the two variables.

The following graph indicates different levels of job satisfaction and subjective well-being. The results below indicate that 76% of participants exhibit low levels of subjective well-being and a high level of job satisfaction (88%).

Job satisfaction and subjective well being

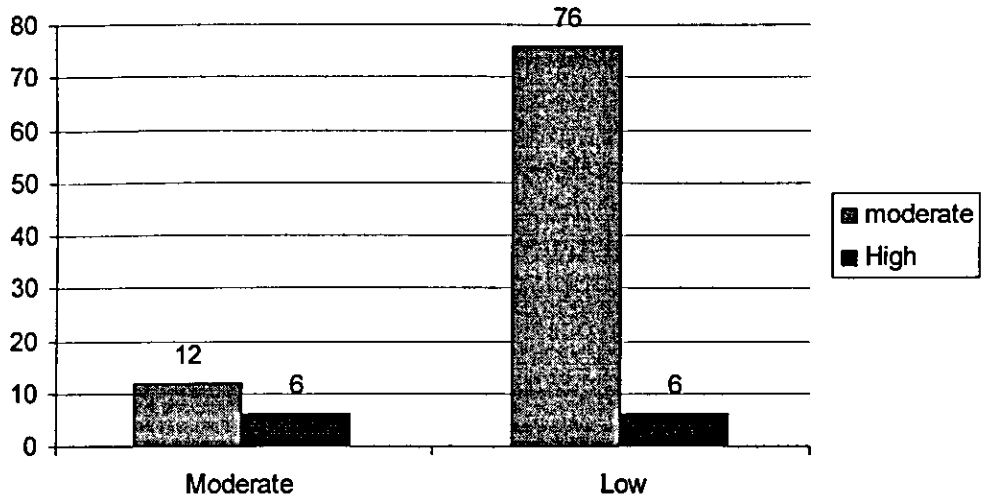


Figure 7: Job satisfaction and subjective well being

In sum, the results show that the participants have a moderate level of job satisfaction. Age, gender, occupational category and marital status do not necessarily influence job satisfaction. The next chapter is the discussion of results.

CHAPTER FIVE

DISCUSSION OF RESULTS

The purpose of this study was to find how happy and satisfied are men and women with their jobs, in relation to age, gender, marital status, and occupational category. According to Bergh and Theron (1999) job satisfaction means an overall quality of life at work. There are determinants which influence how a person shows his or her job satisfaction (e. g. satisfaction with life, marital satisfaction and subjective well-being.

Different measurement scales (inventories) such as Index of Job satisfaction (Brayfield & Rothe, 1951), subjective well-being (Diener and Larsen. 1993), Dyadic Adjustment Scale (Graham& Filsinger, 1972) Kalin & Tilby's (1978) Sex Role Ideology Scale and Satisfaction with Life Scale (Diener et. al., 1985) were used in this study for collecting data.

Linear regression was done using Index of Job Satisfaction as dependent variable and all other scales (DAS, GWB, SWLS together with the following demographic variables: age, gender, marital status and occupational category) as independent variables. The aim was to determine whether the respective

independent variables contributed significantly towards predicting job satisfaction.

The significance level of entry for the regression was set at .05 and all the variables except SRI entered the model. However, only psychological well-being (GWB) had statistically significant regression coefficients. The association between (GWB) and job satisfaction indicates that psychological well-being is a good predictor of job satisfaction. Therefore, it can be concluded that psychological well-being is more likely to be related with job satisfaction.

The scale of Index of Job Satisfaction was used to measure job satisfaction. The variance yielded (0.099) showed a very high or positive outcome of the responses provided. The mean=2.12 while the std. dev accounted for 0.32. The mean scores were lower than that of SWLS and GWB, which clearly indicates that the participant's current jobs are moderate.

The first hypothesis stated that "women as compared to men will have a lower job satisfaction". There are different views in relation to this hypothesis.

A perception of equality can affect job satisfaction of female employees. Sex differences in job satisfaction have long been believed to affect job satisfaction, although research findings so far are inconsistent (Allen and Meyer, 1984). Some

studies report that women have higher job satisfaction, some studies find that men are more satisfied and others find no significant difference. (Quinn, Stains & McCullough 1974; Mortimer, Finch & Maruyama 1988). They imply that there is no overall difference in job satisfaction by gender. Agassi (1982) found virtually the identical level of job satisfaction among women in the U.S. However, in Germany, women had higher mean satisfaction, and in Israel, men had higher mean satisfaction. In this study, the findings were different. ".

To test this hypothesis, cross tabulation between gender and overall job satisfaction was computed. The following results were yielded: chi square= .379, df=1 and p=.538. The level of job satisfaction is moderate to high for both male and female (43% male and 45% female). This finding shows that the differences in the level of job satisfaction are however not specifically in relation to gender.

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Several explanations have been proposed for women's high satisfaction. The explanation most commonly used is that women have lower expectations than men because they compare themselves to women while men compare themselves to men. Secondly, women may be socialised not to express discontent (Hodson 1989; Hagan and Kay 1995). A third explanation is that women and men may value different characteristics in a job.

The second hypothesis states that "there are no gender differences as far as the determinants of job satisfaction are concerned". In many studies that have been

conducted, it has been found that age is a good determiner of job satisfaction. Brass (1981) found that older employees are more satisfied with their jobs than younger ones. This is because older employees are likely to develop a fit between personal needs and jobs than younger employees.

In this study, it has been found that the majority of the participants who are satisfied or who have moderate levels of job satisfaction are older employees. Older employees are more likely to cognitively justify remaining in the organisation (Lewis, 1991) because they are likely to possess more traditional values and supportive work ethics. One other reason why older employees may enjoy work more is because according to Rhodes, (1983) the higher the job status, the higher the average job satisfaction. Generally, high status jobs are held by older people.

Job status again is another factor in predicting whether a person is truly satisfied with his job. Job status in this study does not seem to have a significant importance towards job satisfaction because; the cross-tabulations and the overall chi-square have shown that the level of job satisfaction is moderate across all levels of work. Campbell (1981) assets that the high level of education plays a major role in peoples' job satisfaction because the more educated people are, the more satisfied they are with their jobs.

Hypothesis three states that "general job satisfaction will exhibit a positive relationship with life satisfaction, marital satisfaction and psychological well-being". According to Campbell (1976), life satisfaction could be viewed as an overall measure of well-being and cognitive life satisfaction.

The satisfaction with life scale was used to measure global life satisfaction. The respondents obtained a high score on the satisfaction with life X=2.53. The latter construct, according to Shin and Johnson (1978) refers to a global assessment of a person's quality of life according to his chosen criteria. According to the descriptive statistics done, the high score meant that there was a general satisfaction among respondents with regards to their quality of life.

In summary, it is hypothesized that objective demographic variables and subjective satisfaction levels with specific life domains will provide an understanding of overall life satisfaction (Yu-Wen Ying, 1990) . People with a high satisfaction with life are said to be those who hold high positions at work, mostly women, and are older.

A cross-tabulation between life satisfaction and job satisfaction indicated that 88% of participants have moderate levels of both. The hypothesis is thus accepted. The more satisfied a person is with his job, the more he or she is satisfied with his life.

A cross tabulation performed showed that in this study, a majority of the participants (60%) have shown high levels of satisfaction with life, whereas 33% have shown moderate levels. This indicates that the majority of the participants were satisfied with the kind of life they lead. The variance yielded the value of 0.393, which indicates a positive outcome of the responses provided.

Subjective Well-being is a self perceived positive state or feeling requiring more specific indicators such as life satisfaction (Horley, 1984). According to (Andrews and Withey, 1976; Diener & Diener, 1996), SWB is most commonly considered to be combination of happiness or positive affect, and life satisfaction.

Diener& Larsen, (1993) prefer to use the term Subjective Well-being for the overall assessment but have also argued that the overall subjective well-being is influenced by both cognitive judgements of one's life and by the preponderance of pleasant rather than unpleasant affect in one's life overtime (Diener and Larsen, 1993). SWB is an overall evaluation one makes about one's life.

Subjective Well-being was used in this study to determine the well-being of the participants. The cross-tabulation between job satisfaction and subjective well-being indicated a low level of subjective well-being (76%) and a high level of job satisfaction (88%). A correlation between the two yielded r=-.242. A negative

score indicates that job satisfaction and marital satisfaction are not associated. The hypothesis in this case is not accepted. There is no relationship between job satisfaction and subjective well-being.

The correlation between both has thus shown a positive relationship. However, a correlation between GWB and DAS, has shown a weak relationship. A negative score was yielded, which in a way showed that marital satisfaction and psychological well-being were not associated.

Again, there is no association between an index of job satisfaction and psychological well-being. This again is shown by the negative score shown in the results section. By these it can be concluded that the psychological well-being of the participants is not in a way associated with both marital satisfaction and job satisfaction.

The Dyadic Adjustment Scale was used to measure marital satisfaction. The mean computed was 2.36, std.dev =.48 and the variance .234. Descriptive statistics calculated showed low scores of marital satisfactions in participants. The low score indicates that respondent marital life is not satisfactory.

Because of the positive relationship between Job Satisfaction and DAS, it shows that the respondents' job does not have a negative impact towards marital satisfaction.

According to recent studies, it has been found that contrary to a belief that women with families are most pressed with demands at home (Coudron, 1997). One such survey found that it was men, single and dual earners that were most likely to change jobs because of work life conflicts.

Studies, which have examined gender differences in determinants of job satisfaction, have also been inconsistent. Some studies find gender differences (Murray and Atkinson, 1981). Other studies find that determinants of job satisfaction are similar for men and women (Weaver, 1978; Hodson, 1989). Some studies report that women have higher job satisfaction, some studies find that men are more satisfied, and others find no significant difference.

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CHAPTER SIX

Conclusion, Recommendation and Limitations

The literature search clearly shows that many personal variables influence job satisfaction in different and complex ways. Gutek (1988) argues that age, gender, marital status and occupational category are positively correlated with job satisfaction.

There is always a prediction that women have a lower job satisfaction as compared to men. The differences in the level of job satisfaction are however not specifically in relation to gender. Older employees in this study have been the ones who are satisfied with the type of job they hold because the higher the job status, the higher the average job satisfaction. This is so because the majority of older people hold higher positions in the work place. People with a high satisfaction in life are said to be those who hold high positions at work. The following are the recommendations based on what has been learnt from the study.

- General belief is that women will have lower job satisfaction as compared to men. Organisations need to diffuse the myth that there is a difference in the level of job satisfaction.

- In many studies that have been conducted, it has been found that age is a good determiner of job satisfaction. The main finding is that older employees are more likely to cognitively justify remaining in the organisation because they are more likely to posses more traditional values and supportive work ethics. It is therefore recommended that organisations render ample training to younger employees.

- The more satisfied a person is with his job, the more he or she is satisfied with his or her job. To understand the impact of life satisfaction on job satisfaction, supervisors, managers and employers should enhance a healthy working environment to maintain high levels of job satisfaction.

In order to balance the current structure, there should be reciprocity. Reciprocal role changes require that both men and women should be willing to redefine their marital and work roles. The work organisations should be flexible enough to accommodate a sex free division of labour so that family responsibility could be dealt with more fully and equitably.

Limitations

This study, like all studies has limitations. One limitation is also one of its contributions: the geographical area was restricted to people around Mafikeng, the North West province only. It could be that job satisfaction is viewed differently in different places. This indicates that a wider variety of samples needs to be studied in future research.

One limitation is the length of the questionnaire. Majority of the participants took time to complete the questionnaire. A pilot study need to have been done for the results to be easily implemented.

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APPENDIX A

Dear participant

My name is T. R. Kgantsi a master's student at the University of North West in the department of Psychology. I am conducting a research on job satisfaction and its causal determinants.

Men and women of all ages are kindly requested to participate, irrespective of colour, religion, from a rural or urban area, from top management to a low level ranking employee. Your participation in this study will be highly appreciated. Your responses will be treated with confidentiality and the participant is not forced to give his name, address and some of the answers you don't wish us to know.

Thank you for your participation

_____

T. R. Kgantsi

SECTION A

BIOGRAPHICAL INFORMATION

Instructions: Please make a cross in the appropriate box

Age

19-25	
26-30	
31-40	
41-60	

Gender

Male	
Female	

Marital status

Married	
Single	
Separated	
Widowed	

Residential area

Urban	
Rural	

Occupational category

Management	
Government	
Professional	
Health workers	
Administration	

SECTION B

RE: Satisfaction With Life Scale

Instructions: use the scale below to indicate your agreement or disagreement with each of the following items by crossing the appropriate number in the box below each statement.

1= strongly disagree

2= disagree

3= slightly disagree

4= neither agree nor disagree

5= slightly agree

6= agree

7= strongly agree

1. In most ways my life is close to my ideal

1	2	3	4	5	6	7

2. The conditions of my life are excellent

1	2	3	4	5	6	7

3. I am satisfied with my life

1	2	3	4	5	6	7

4. So far I have gotten the important things I want in my life

1	2	3	4	5	6	7

5. If I could live my life over, I would change almost nothing

1	2	3	4	5	6	7

SECTION C

RE: DYADIC ADJUSTMENT SCALE (DAS)

Instructions: below are the statements used to measure marital satisfaction. Please give the answer by crossing the appropriate box below.

0= always disagree

1= almost always disagree

2= frequently disagree

3= occasionally disagree

4= almost always agree

5= always agree

ITEMS	RESPONSES					
1. Handling family finances	0	1	2	3	4	5
2. Matters of recreation	0	1	2	3	4	5
3. Religious matters	0	1	2	3	4	5
4. Demonstrations of affection	0	1	2	3	4	5
5. Friends	0	1	2	3	4	5
6. Sex relations	0	1	2	3	4	5
7. Conventionality (correct or proper behaviour).	0	1	2	3	4	5
8. Philosophy of life	0	1	2	3	4	5
9. Ways of dealing with parents or in-laws	0	1	2	3	4	5
10. Aims, goals, and things to be important	0	1	2	3	4	5
11. Amount of time spent together	0	1	2	3	4	5

12. Making major decisions	0	1	2	3	4	5
13. Household tasks	0	1	2	3	4	5
14. Leisure time, interests and activities	0	1	2	3	4	5
15. Career decisions	0	1	2	3	4	5

SECTION D

RE: INDEX OF JOB SATISFACTION

Instructions: please answer the following statements by crossing the ones that best describe how you feel about your present job.

1= strongly disagree

2= disagree

3= undecided

4= agree

5= strongly agree

1. There are some conditions concerning my job that could be improved.	1	2	3	4	5
2. My job is like a hobby to me.	1	2	3	4	5
3. My job is usually interesting enough to keep me from getting bored.	1	2	3	4	5
4. It seems that my friends are more interested in their job.	1	2	3	4	5
5. I consider my job rather unpleasant.	1	2	3	4	5
6. I enjoy my work more than my leisure time.	1	2	3	4	5
7. I am often bored with my job.	1	2	3	4	5
8. I feel fairly well satisfied with my job.	1	2	3	4	5
9. Most of the time I have to force myself to go to work.	1	2	3	4	5
10. I am satisfied with my job for the time being.	1	2	3	4	5

11. I feel that my job is no more interesting than others I could get.	1	2	3	4	5
12. I feel that I am happier in my work than most of other people.	1	2	3	4	5
13. I definitely dislike my job.	1	2	3	4	5
14. Most days I am enthusiastic about my job.	1	2	3	4	5
15. I like my job better than the average worker does.	1	2	3	4	5
16. My job is pretty uninteresting.	1	2	3	4	5
17. I find real enjoyment in my work.	1	2	3	4	5
18. I am disappointed that I ever took this job.	1	2	3	4	5

SECTION E

RE: SEX ROLE IDEOLOGY SCALE (SRI)

Instructions: cross true if you agree with the statement or false if you disagree

Key: T=True

F= false

1. A woman should be more concerned with helping her husband's career than having a career herself.	T	F
2. The husband should be regarded as the legal representative of the family in all matters of law	T	F
3. A woman should have the same freedom of action as a man.	T	F
4. The best thing a mother can teach her daughter is what it means to be a girl.	T	F
5. A married woman should feel free to have men as her friends.	T	F
6. Woman's work and men's work should not fundamentally be different in nature.	T	F
7. Swearing by a woman is no more objectionable than swearing by a man.	T	F
8. A woman is not truly fulfilled until she has been a mother.	T	F
9. When a man and a woman live together she should do he house work and he should do heavier chores.	T	F
10. A normal man should be careful of a man who takes the initiative in dating even though he may be attractive to her.	T	F

11. It is an outdated custom for a woman to take her husband's name when she marries.	T	F
12. A woman should be appreciative of the glances and looks she receives as she walks down the street.	T	F
13. It should be perfectly alright for a mature woman to get involved with a young man.	T	F
14. Marriage should not interfere with a woman's career any more than it does with a man's.	T	F
15. A man's main responsibility to his children is to provide them with the necessities of life and discipline.	T	F
16. More crèches should be available to free mothers from the constant caring of their children.	T	F
17. Women should be allowed the same sexual freedom as men.	T	F
18. A man's job is too important for him to be bothered with household chores.	T	F
19. For the good of the family, a wife should have sexual relations with her husband, whether she wants to or not.	T	F
20. Women should not expect men to offer them seats in the bus.	T	F

SECTION F

RE: GENERAL WELL-BEING SHEDULE

Instructions: please answer the following statements by crossing the ones that best describe how you feel about your present job.

1= strongly disagree

2= disagree

3= undecided

4= agree

5= strongly agree

1. How have you been feeling in general?	1	2	3	4	5
2. Have you been under or felt any strain, stress or pressure during the past month?	1	2	3	4	5
3. Have you been anxious, worried, or upset during the past month?	1	2	3	4	5
4. Have you been waking up fresh and rested during the past month?	1	2	3	4	5
5. Have your daily life been full of things that were interesting to you during the past month?	1	2	3	4	5
6. Have you been feeling emotionally stable and sure of yourself during the past month?	1	2	3	4	5
7. Have you felt tired, worn out, used up, or exhausted during the past month?	1	2	3	4	5

8. How depressed or cheerful have you been during the past month?	1	2	3	4	5
9. Have you ever felt that you were going to have, or were close to having a nervous breakdown?	1	2	3	4	5
10. Have you ever seen a psychiatrist, a psychologist or a psychoanalyst about any personal, emotional, or mental problem concerning yourself?	1	2	3	4	5