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Relocation Decision-Making in Dual-Career Couples

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RELOCATION DECISION-MAKING
IN DUAL-CAREER COUPLES

by

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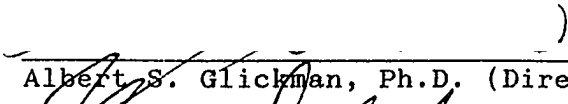
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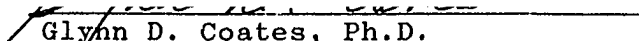
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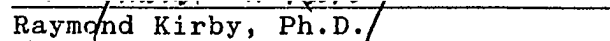
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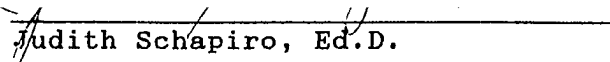
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ABSTRACT
RELOCATION DECISION-MAKING
IN DUAL-CAREER COUPLES

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This study examined the decision making process of individuals in dual-career couples when faced with a job opportunity in a distant city. The purpose was to determine which factors would be given the most importance by males and females during the decision process. A policy-capturing methodology was employed.

Participants were 41 males and 41 females who were currently employed and living as a partner in a dual-career marriage. The names of the participants were provided to the experimenter from seven colleagues living throughout the United States, working in a variety of occupations. Potential participants were contacted by phone and provided with a description of the study. If they agreed to participate, they were mailed a packet containing a cover letter, 32 different scenarios, demographic questions, a postcard to request a copy of the results, and a return envelope.

Each scenario presented an identical situation in which the participant was offered a job in a distant city. Following this paragraph were five brief statements representing five factors; job opportunities for self, job opportunities for spouse, career commitment - self, career

commitment - spouse, and economic considerations. Two levels (moderate and high) of each factor were used in order to manipulate the desirability of the situation. Participants were asked to indicate whether or not they would relocate based only on the information provided.

A 2 X 2 X 2 X 2 X 2 X 2 (gender, job opportunities for self, job opportunities for spouse, career commitment - self, career commitment - spouse, economic considerations) ANOVA was performed to provide an overall picture of the data. Results indicated a significant interaction between job opportunities for self and one's career commitment. Multiple regression analyses indicated that job opportunities for self was given significantly more weight when career commitment for self was high than when career commitment was moderate. Additionally, job opportunities for spouse was given significantly more weight when career commitment for spouse was high than when career commitment for spouse was moderate.

The ANOVA revealed a significant main effect for sex. Two additional multiple regression analyses were performed to allow for a closer look at the responses of the males versus the females. The results revealed that the males gave significantly more weight to the job opportunities for spouse, followed respectively by job opportunities for self, and economic considerations. The females indicated that job opportunities for spouse was given significantly more weight than the other factors. However, with the females there was not a significant difference between job opportunities for

self and economic considerations. Post hoc analyses based on age were also conducted.

The findings of the research reveal that for both men and women significantly more weight was given to the job opportunities of their spouse than any other factor when engaged in relocation decision-making. Several interpretations of the findings are presented. Implications for dual-career couples, organizational policy, methodological issues and future studies are also discussed.

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TABLE OF CONTENTS

	PAGE
LIST OF TABLES.	v
Chapter	
1. INTRODUCTION.	1
2. RESEARCH DESIGN AND METHODOLOGY	33
3. RESULTS	42
4. DISCUSSION.	55
REFERENCES.	70
APPENDICES	
A. SCENARIO DEVELOPMENT INSTRUMENT	76
B. RESULTS OF SCENARIO DEVELOPMENT	129
C. COMPLETE SCENARIO PACKET.	131

LIST OF TABLES

TABLE	PAGE
1. Distribution of Sample by Age Group	39
2. Distribution of Sample by Income	39
3. Distribution of Sample by Highest Degree Earned	40
4. Distribution of Sample by Occupation	41
5. Source of Variation Table for Analysis of Variance	47
6. Beta Weights for Males and Females	51
7. Beta Weights for Males by Age.	54
8. Beta Weights for Females by Age.	54



CHAPTER ONE

Introduction

The purpose of this research is to examine decision making in dual-career couples; specifically decisions regarding relocation impelled by current or prospective career demands or opportunities. The dual-career couple, a term first coined by Rapoport and Rapoport (1969, 1980a, 1980b), is defined as a marital pair, simultaneously maintaining a family life together and sharing the role of head-of-the-household, while each partner is pursuing a career. Dual-career couples are different from dual-earner couples in their orientation to work, and to their life as a couple (Gilbert & Rachlin, 1987; Rice, 1979; Sekaran, 1986). They are more likely to look to their work to provide them with a sense of personal satisfaction than are individuals with a non-career job (Sekaran, 1986). Although there are exceptions, each partner in a dual-career marriage "generally places a high premium on achievement. They commonly expect and have usually experienced success in many endeavors, expect this to continue, and tend to be self-critical in situations where they perceive their efforts to have fallen short" (Rice, 1979, p. 30). A high degree of commitment to an egalitarian relationship is a crucial element in this lifestyle which involves the coordination, balance and integration of two careers and one family (Gilbert & Rachlin, 1987; Fogarty, Rapoport, & Rapoport, 1974; O'Neil, Fishman, &

Kinsella-Shaw, 1987).

Although once considered to be a deviant family pattern (Gilbert & Rachlin, 1987; Holmstrom, 1972; Rapoport & Rapoport, 1969, 1976; Rice, 1979; Sekaran, 1986), the number of couples choosing the dual-career lifestyle has increased dramatically in the last twenty years; so that it is much less often stereotyped as atypical (Bryson & Bryson, 1978; Catalyst, 1981; Hayghe, 1982; Lee, 1985; Nieva, 1984; Rice, 1979; Sekaran, 1986). Furthermore, it is expected that the number of dual-career couples will continue to increase due to the continuing evolution of sex-role norms, economic necessity, and the growing number of women continuing their education and entering the business and professional world (Hall & Hall, 1979; Rapoport & Rapoport, 1969, 1976, 1980a, 1980b; Rice, 1979; Sekaran, 1986). Thus, a better understanding of dual-career couples and their motivations and lifestyles is desired by social scientists, professionals in related fields, and policy-makers in government and other public and private institutions and organizations.

The Dual-Career Couple as a Social Phenomenon

In 1947, only 20% of married women were employed. In 1990, the number of employed married women had increased to 58.2% (U.S. Bureau of Labor Statistics, 1990). As of 1980, dual-earner and dual-career families represented 52% of all married couples, whereas the traditional single-earner couple accounted for only 31% of married couples (Hayghe, 1982). By

1987, dual-earner and dual-career families represented 57.2% of all married couples with children under the age of 18 (U.S. Bureau of the Census, 1989). Moreover, as of 1990, women constituted nearly 51.2% of the professional labor force, compared with 26% in 1960; and the large majority of these women are married and most have children (U.S. Bureau of Labor Statistics, 1982, 1991). The percentage of these working women who are married and have young children increased from 39% in 1975 to 62.7% in 1985 (U.S. Bureau of the Census, 1986). Unfortunately, not all government statistical reports distinguish between the dual-earner couple and the dual-career couple (Paddock & Schwartz, 1986). Nevertheless, it is a known fact in many organizations that dual-career couples are increasing in number (Ehrlich, 1989).

The increasing number of dual-career couples is a demonstration of significant social change. Even though the view of this lifestyle as non-traditional will eventually become obsolete (Sekaran, 1986), there still exist major obstacles for those individuals choosing this arrangement. There is an increasing need for changes and adjustments within families, organizations, and society if these obstacles are to be overcome (Bryson & Bryson, 1978). For example, at present there still is a lack of social consensus regarding the norms governing the manner in which dual-career couples live, work, and move through a variety of life and career transitions (Paddock & Schwartz, 1986; Rapoport &

Rapoport, 1969). This state of ambiguity is due to the relatively recent emergence of this phenomenon on a large scale. As an increasing number of couples choose this lifestyle, more role models will exist, different paths will become visible to the newcomers, and perceptions of preferred, acceptable or dominant modalities and social norms will eventually become more stabilized.

Hall and Hall (1979) offer a unique way of looking at this emerging lifestyle. They provide an analogy to Proteus, the Greek god of the sea, who was able spontaneously to change his shape as frequently as he chose. According to Hall and Hall, the protean couple, unlike the traditional couple, is self-directed rather than being directed by external forces such as community or societal norms, stereotyped sex roles, or traditional definitions of marriage and family. Each couple or family takes on its own shape and form just as Proteus took on new shapes to fit each situation.

Dual-career couples have had a difficult time because in the past few norms existed. In the early 1970's, couples unable to rely on role-models or traditions had to develop their own individual solutions to dilemmas or obstacles they encountered (Fogarty et al., 1974; Holmstrom, 1972). When these couples forged their own way, they were often seen as bucking the system. They were, in a very real way, protean couples. However, the situation has changed somewhat from

the early seventies. Articles portraying dual-career couples appear in magazines such as Business Week (Erhlich, 1989), and dramatizations of the lives of dual-career couples appear on television shows such as "thirty-something" and "L.A. Law." Although these couples depicted in the media are designing their own lives according to their own needs, they are receiving more organizational and societal support than did couples in the past.

Home life is one area that is dramatically affected by the dual-career lifestyle. The traditional family roles are quickly becoming obsolete for many couples. Many career positions currently held by women in dual-career couples were once the sole domain of men. The men in these roles may have been working 60-hour weeks, but they had a wife to run errands and take care of the children and the home. Individuals in dual-career couples do not have a spouse who works full-time at taking care of the children and the home. When these dual-career couples try to juggle the responsibilities of maintaining a home, family and two careers, stress is often the outcome (Gilbert & Rachlin, 1987; Rapoport & Rapoport, 1969).

Also, due to the changes in the distribution of relative earnings of the partners, and their work experiences, dual-career couples are experiencing a redistribution of power reinforced by changing social norms. Women who work bring back to the home information and insights, along with vested

interests in careers and the workplace, that enlarge their power base in the marriage and their influence on family decisions. Conversely, due to divorce and/or the postponement of marriage, more men have experience with household operations. This, in turn, adds to their power base within the marriage. To the extent that the areas of experience and expertise are now less neatly segregated by gender the distribution of power and influence upon family decisions has become more balanced.

The ramifications of this redistribution of power are not always positive. Because of the changing roles and division of labor, separate domains for men and women in the home are no longer as sharply defined; impermeable boundaries around each partner's domain are no longer the norm. There exists an increasing amount of overlap in the areas of expertise of each partner. Decisions, such as relocation, that were once primarily the responsibility of the husband are now being made by both partners, just as household decisions, once the domain of women, are now being made based on input from both partners. The overlap of expertise increases the conflict potential for the couple, resulting in added stress to an already stressful lifestyle. Nevertheless, individuals in dual-career couples, as opposed to individuals in single-career couples, are more likely to interact with each other as equals within a partnership, striving for joint optimization in areas such as career

development, earnings, work satisfaction, and life satisfaction.

Life at home is not the only area being affected by the increasing number of dual-career couples. Articles in academic journals, as well as popular magazines such as Business Week and Newsweek, indicate that work life is also being affected (Catalyst, 1981; Erhlich, 1989; Kantrowitz, Wingert, & Robins, 1989; Miller et al., 1988). In order to attract and keep the most desirable employees, organizations have to respond to the changing needs of the work force. Areas of concern for organizations include: recruitment and hiring procedures, nepotism, work schedules, intra-couple competition, attitudes toward parenting and child care, child care facilities, flexible benefits, as well as location and relocation decisions (Catalyst, 1981; Gilmore & Fannin, 1982; Glickhauf-Hughes, Hughes & Wells, 1986; Rosin, 1988b; Stringer-Moore, 1981). Progress, although slow, is being made. Although not mandated by law, some organizations, having already recognized the changing needs of employees, are experimenting with innovative policies, such as alternative career paths, extended leave, job sharing, flextime, telecommuting, etc. (Erhlich, 1989).

Home life and organizational life are not unrelated spheres. The linkage between organizational life and personal life is also being affected by this changing social phenomenon. Not long ago work and family were viewed as

separate domains with nearly impermeable boundaries (Lee & Kanungo, 1984; Nieva, 1984; Rosin, 1988b). The importance of the linkages between these domains has recently been acknowledged by the ever increasing number of studies being conducted in this area (Burke & Greenglass, 1987; Catalyst, 1981; Cherpas, 1985; Evans & Bartolome, 1984; Green & Zenisek, 1983; Kanter, 1977; Lee, 1985; Nieva, 1985; Rosin, 1988b), and by the changes organizations are making in response to the changing family/work relationship (Erhlich, 1989; Kantrowitz et al., 1989; Miller et al., 1988). As Evans and Bartolome have stated, "work is an environment that affects family life and family life is an environment that affects work" (1984, p. 9).

The Relocation of Dual-Career Couples

In the past, if one expected to move up the career ladder, geographic mobility was often demanded. In making relocation decisions, couples usually gave the husband's job or career priority (Bird & Bird, 1985), due to higher level of education, income, and occupational status (Sekaran, 1986; Wallston, Foster, & Berger, 1978). On the other hand, in today's society, the decision to relocate is no longer an automatic one (Brett & Reilly, 1988). And, it is no longer only the husband that is being offered a transfer. More and more the wife is being asked to uproot her spouse and family for the purpose of her career advancement (Morrison, White, Van Velsor, & The Center For Creative Leadership, 1987).

Critical incidents involving children with both parents in the military present an ultimate example that has been a feature of the news during the Persian Gulf war.

Evidence indicates that some couples are changing the process by which they make relocation decisions. When there are conflicting career objectives among mates, the balance is shifting from favoring the husband and his career needs to a more nearly equal influence of the husband and wife (Hall & Hall, 1979). Yet, there is also evidence that we have not yet reached true parity; the gap is still substantial. Many professional couples report that they still consider demands of the husband's career to be more imperative than those of the wife (Catalyst, 1981). Hence, for the dual-career couple, relocation may very well be the most difficult issue the couple has to face (Bird & Bird, 1985; Gilbert & Rachlin, 1987; Green & Zenisek, 1983; Hall & Hall, 1979; Shaevitz & Shaevitz, 1979).

Families are not the only place where changes are occurring; organizational policy norms are also undergoing change. In the past it was assumed that an employee would unquestioningly relocate when offered the opportunity, or when directly requested to do so. Companies frequently used relocation as a way of providing career development opportunities for the employee. Willingness to move was considered a sign of organizational commitment (Markham, Macken, Bonjean, & Corder, 1983). If one's mobility was

restricted, negative effects, such as early career stagnation, were likely to occur (Markham et al., 1983). However, this assumption has become less valid as there are more and more occasions when people choose not to relocate (Hall & Hall, 1979). In an organization survey conducted by Catalyst (1981) 67% of all companies queried had experienced an increase in the numbers of employees who resisted the idea of relocating. Working spouses exert a major influence upon the decision to reject the transfers (Hall & Hall, 1979). Thus, employers are increasingly being challenged to become more flexible, and modify their policies, if they want to attract and keep employees who are partners in a dual-career family (Green & Zenisek, 1983).

Changes are occurring in many organizations. An article in Business Week (Erhlich, 1989) presented examples of female professionals at Digital Equipment, Quaker Oats, and Corning Glass who have maintained their management positions while working on a part-time basis rather than the traditional full-time schedule. At Arthur Andersen, accountants who want to become partners may receive credit for part-time work. At some companies, such as Steelcase, two employees can job-share. The sharing includes job title, work load, salary, health benefits, and vacation. Telecommuting is another creative work pattern that has been evolving in a number of organizations. At Pacific Telesis, for example, employees are allowed to use personal computers, fax machines, and

electronic mail, thus, limiting the amount of time they spend in the office. IBM has gone so far as to offer employees the option of up to three years of extended leave. This option includes benefits and the guarantee of a comparable job upon return. The one requirement is that leave-takers must be on call for part-time work during two of the three years (Ehrlich, 1989). As can be seen, some organizations are already on their way to responding to the changing needs of the work force; and given foreseeable circumstances, more organizations will be joining the ranks of those mentioned here.

Relocation Decision Making

Relatively few authors have written on the topic of the dual-career couples' decision-making process regarding relocation. Some of these articles are literature reviews, some are accounts of personal experiences, and a few are based on empirical evidence. Although different approaches have been employed, there is some convergence upon variables that are considered to be most important when engaged in relocation decision-making. There follows a brief review of these articles.

Demographic Studies

Several researchers have looked at demographic variables as they relate to willingness to relocate. Age, gender, number of children, and education are some of the variables previously studied (Bird & Bird, 1985). Gould and Penley

(1985) in their review grouped variables into two categories; time based variables and situational variables. Age, length of time in current job, and length of time living in area were included in the time based category. The situational category included salary, job involvement, family status, and spouse's employment status. Other literature reviews mentioned the spouse's job opportunities, changes in joint family income, geographical location (Green & Zenisek, 1983), promotion opportunities, occupational status, marital status, and home ownership (Markham, et al., 1983). These writings have provided a starting point in determining what factors influence the decision of whether or not to relocate.

Personal Experiences

Analyses of personal experiences have also produced some thoughts and information regarding relocation decisions. Three dual-career couples, the Halls, the Shaevitzs, and the Nadelsons, have written about their life experiences in dual-career partnerships. The observations are based on personal situations and on cases known by the authors. Hall and Hall (1979) conclude that spouse's job commitment, desired quality of life at work and at home, geographic location, job conditions, children's extracurricular activities, cultural activities, length of commute, and the "gut factor" are all important when making relocation decisions.

Shaevitz and Shaevitz (1979) offer an extensive list of factors to consider when making a relocation decision. The

highlights of this list include: location, quality of each spouses future position, advancement opportunity for each person, salaries and rate of income increase for each individual, the emotional "fit" of each job, and the quality of schools. Nadelson & Nadelson (1980) focus on the spouses' career possibilities, social adjustment, and interests. They also recommend that the childrens' schooling and friendships should be taken into account when considering relocation.

Empirical Studies

A small number of empirical studies have been conducted on dual-career couples and their decisions regarding relocation. The research methods that have been utilized range from respondents rank-ordering relevant factors to a meta-analysis of conversations occurring in a naturalistic setting. The present research incorporated five sets of variables. Three of the variables, that have been examined in many studies, are job opportunities for spouse, job opportunities for self, and economic considerations. Two additional variables -- commitment to one's job, and spouses commitment to his/her job -- have also been studied, but not as they directly relate to relocation decision-making.

Job opportunities. Krueger (1982) used an in-depth meta-analysis technique to examine couples' conversations. For example, she left a recorder in the apartment of a couple who was in the midst of making a decision regarding a possible relocation from the West Coast to the East Coast.

An analysis of the ongoing conversation revealed that career opportunities and advancement for each individual were important factors and were given much consideration while making a decision.

In a study conducted by Catalyst (1981), partners in dual-career couples were asked to rank-order 10 factors considered to be important when deciding where they wanted to live. "Job opportunities for spouse" was ranked number one by female respondents, and number five by male respondents. "Job opportunities for self" was ranked number one by males and number four by females. Job opportunities for, and interest in promotions were also mentioned in the work conducted by Markham and his colleagues (1983).

In a longitudinal study, Brett and Reilly (1988) discovered a collection of attitudes that affect the willingness to relocate. These attitudes, in turn, affect the decision to accept or reject a job transfer. Specifically, the results of Brett and Reilly's study indicated that the employee's attitude towards the new job does influence the final decision. And, although the authors did not measure spouse's attitude towards the job opportunities, they did find it beneficial to include a measure of the spouses attitude towards relocation itself. The wife's willingness to move (all participants were male) was positively correlated with the employee's attitude towards moving.

Economic considerations. It is generally taken for granted that money is a critical factor when considering the possibility of relocating. Economic considerations have been mentioned by many individuals as an important variable in making a relocation decision. Krueger's (1982) conversational analysis revealed that money was of concern to both partners when deciding whether or not to relocate. Gould and Penley (1985) also found that high salary was positively associated with willingness to relocate. Similarly, Bird and Bird (1985) found that an increased individual income is significantly related to mobility. In their rank ordering of important factors in choosing a location to live, women and men in dual-career couples ranked economic considerations number two and three respectively in their list of ten factors (Catalyst, 1981). The employers who responded to the corporate survey in the Catalyst (1981) study also identified financial considerations as an important factor in cases of relocation. Thus, it comes as no surprise that economic considerations do have an impact on relocation decision-making.

Career commitment. Although job commitment is highlighted in much of the work done with dual-career couples, career commitment has been given less attention. Nor has it been studied in direct relation to relocation decision-making. Job commitment is the dedication to one particular job or position, and is usually demanded within

organizations if one wants to move up the hierarchy (Randall, 1987). Career commitment refers to one's dedication to lifelong achievement goals, often incorporating many jobs. High career commitment is usually self-imposed and may result in high job commitment. On the other hand, high career commitment, which indicates a devotion to a lifelong job pattern and one's profession, may result in less commitment to a specific job and increased receptiveness to new job opportunities.

The relationship of job and career commitment varies by the size of the organization unit, occupation and industry. For example, large organization units tend to develop and build upon the resources that already exist within the unit, whereas small organization units more often have to bring in individuals from outside the unit because their pool of human resources is limited. Furthermore, in some occupations/industries/organizations career development and advancement occurs largely within the organization (e.g., Sears Roebuck, IBM, GM, Japanese companies); in others, change of employer is the prevailing pattern (e.g., retailing, higher education). Many professionals operate with a career perspective that is profession oriented rather than employer oriented. All of which illustrates the influence of exogenous factors upon individual decision-making.

The strength of job or career commitment exhibited by either partner is likely to affect family decision-making and

may present difficulties for the dual-career couple (Bird & Bird, 1985; Glickhauf-Hughes et al., 1986; Gould & Penley, 1985). The complications experienced usually arise from conflicts between the demands of work and private life. The couple is forced to juggle the work schedules of two individuals, as well as to try to carve out time to be together as a family. Personal and leisure time are often sacrificed when one or both are highly committed to job or career.

The dual-career situation may prove to be constructive in terms of imposing a necessity upon the couple to give more deliberate thought to the relevant factors, and their weights and priorities, before making the final relocation decision. The process is forced to be more rational and objective than is the case when only one set of career goals dominates, resulting in the improvement of the quality of the decision made and in the preparation of the two parties to make the adjustment that will be called for as a consequence of a decision.

Summary. The purpose of this study is to gain a better understanding of how dual-career couples make relocation decisions. The very existence of a spouse who has a career is bound to affect the decision making-process, especially when the outcome directly affects the family unit. Such is the case with relocation decision-making.

Based on previous research, five potential areas of

influence have been identified as most salient: 1) job opportunities for self, 2) job opportunities for spouse, 3) career commitment for self, 4) career commitment for spouse, and 5) economic considerations. It is predicted that each of these areas will, either directly or indirectly, affect the relocation decision-making process. (Please refer to the Objective section for a more detailed discussion of the variable relationships.) Policy-capturing has been chosen as the method for ascertaining the importance given to each of these variables.

Policy-Capturing

Policy-capturing is a procedure used to provide a mathematical representation of an individual's mental activities during decision-making. Mathematical modeling of the mental process enables one to predict the decision-maker's future behavior from the information available to the individual. However, the mathematical model does not have to be an exact replica of the actual mental process, rather it helps to account for or explain characteristics of the individual's thought process. Thus, policy-capturing is a "paramorphic representation" (Hoffman, 1960). The policy of a decision-maker is "captured" to the extent that one can predict the actions of the individual from the known characteristics of the stimuli he/she is reviewing (Naylor & Wherry, 1965).

Policy-capturing has proven to be a valuable technique.

Individuals are often inaccurate when asked to introspect and describe how they address, weight, and relate the factors that enter into their decision-making processes and they tend to overrate the complexity of their mental activity (Taylor & Wilsted, 1974). In cases using introspection, subjective weights are obtained when the respondent is given an outcome or decision and is asked to identify the variables that influence his/her decision and describe how much influence each variable has.

On the other hand, in policy-capturing the influencing variables are presented to the respondent in different combinations and/or with different weights (usually in the form of a scenario) and he/she is asked to choose an outcome from among alternatives. Usually this is in a dichotomous choice (accept/reject, yes/no, agree/disagree). Thus, subjective self-reports are replaced by an objective representation of the instrumental decision-making process. Each decision-makers policy is inferred through statistical analyses of their stated decisions (Stumpf & London, 1981).

Policy-capturing has been employed in a variety of research areas including: stockbrokers' decision processes (Slovic, 1969), performance appraisals, simulated and actual (Hobson, Mendel, & Gibson, 1981; Naylor & Wherry, 1965; Taylor & Wilsted, 1974; Zedeck & Kafry, 1977), ethical reasoning processes (Tannenbaum, Greene, & Glickman, 1989), social desirability (Rossi & Madden, 1985), assessment of

teacher quality (Anderson, 1977), psychological diagnoses (Goldberg, 1970), retirement decisions (Zimmer & Glickman, 1990), and personnel decision-making (Donnelly & Bownas, 1984; Stumpf & London, 1981). Some of this research has also provided comparisons of the subjective weights with the objective weights obtained with the policy-capturing technique.

Subjective Weights

Most of this research has indicated the superiority of the objective weighting technique by policy-capturing over self-report techniques such as ranking. In a study conducted by Goldberg (1970) in which psychologists, physicians, and other professionals were asked to combine cues to arrive at some diagnostic decision, the linear regression mathematical models derived from employing the policy-capturing approach produced more valid predictions than did the self-reported judgments.

Taylor and Wilsted (1974), in a study conducted on cadet rating in the United States Air Force, found that although the cadet raters were consistent in applying their individual policies, they were unable to state the policy when requested to do so. Their stated policies were more complex and differed greatly from their actual policies. In most cases what and how raters thought they used information to make ratings simply did not match their actual policy as revealed by empirical analysis.

Zedeck and Kafry (1977) identified differences between objectively and subjectively determined weights. The participants in their study, nursing personnel, were asked to provide over-all evaluations of hypothetical behavioral descriptions of nurses. The results indicated that these participants underestimated the importance of several major elements, and overestimated the importance of some minor elements.

Likewise, in a performance appraisal study, faculty members of a psychology department were instructed to rate the performance of hypothetical faculty as represented by 14 performance dimensions. In this study, conducted by Hobson, Mendel, and Gibson (1981), the raters tended to overemphasize the number of dimensions which influenced their judgments. Additional analyses indicated that subjects were generally unaware of the actual weights they gave to the dimensional information in arriving at overall evaluations.

Rossi and Madden (1985) also reported discrepancies between objective and subjective weighting of factors in their study examining social desirability, in which undergraduate students indicated on a 5-point scale the extent to which the course-taking policy presented in each student profile was similar to their own. Once again the empirically derived objective weights were found to be more valid than the weights assigned subjectively. There appears to be little resemblance to real life when individuals are

asked to rank the factors they would use in making a decision. The use of the policy-capturing technique produces a more realistic model of decision-making.

While policy-capturing allows researchers to get one step closer to reality than does rank-ordering or rating, limitations of the use of simulated scenarios need to be acknowledged. First, policy-capturing presents the participant with a task of greater complexity than rank-ordering, resulting in a greater mental workload than is present in studies measuring subjective weights. Second, although policy-capturing is more accurate (less subject to induced bias) than rank-ordering, the fact that hypothetical situations rather than real situations are usually studied presents a potentially serious threat to the construct validity of the captured policies (Hobson & Gibson, 1983). To what extent do the results of studies employing simulated scenarios correspond to processes that occur in actual situations still remains an unanswered question. Although not a perfect solution in the attempt to understand decision-making processes, policy-capturing does appear to be a step in the right direction.

Objective Weights

The purpose of using policy-capturing is to make the judge's weighting policy explicit. There are two main schools of thought regarding the analyses of the raters' policies: (a) the linear model, and (b) the configural model.

In the past, researchers have consistently associated multiple regression with the linear or additive model, and analysis of variance with the configural or interactive model. Although this has been the tradition, one should note that by using a combination of predictors, multiple regression may also be employed when using the configural model, and the analysis of variance may be used with a linear or additive model (G. Coates, personal communication, January 21, 1991). The linear model, using both multiple regression and analysis of variance methods, has been chosen for this particular study. However, a description of each model is presented below.

The Linear Model. The linear model traditionally uses a multiple regression approach that enables the decision maker's judgments to be regressed on the information cues or factors provided in the scenarios. The judgments are described as a weighted sum of the values of the information available. In other words, this is an additive model. In much of the research, the linear model has done a fairly good job of predicting the judgments for the artificial tasks and for the more complex real-world situations (Slovic & Lichtenstein, 1971). Donnelly and Bownas (1984, p. 83) state "the linear model does serve as a good representation of the decision-making process, and nonlinear terms add very little value to it in most applied problems." However, the configural model also has merits of its own.

The Configural Model. The linear model uses a system of addition, failing to take into account the fact that an individual's mental process may be more complex. The configural model, however, does take into account more complex mental processes. Configurality is indicated if an individual states that a variable has great influence on his/her decision in some situations and less influence in others (Donnelly & Bownas, 1984). In other words, when one's interpretation and subsequent weighting of a variable depends on the nature of other information available the individual is thinking configurally. The configural model "takes account of the possibility that for a particular judge the interpretation of one item of information may be contingent upon a second" (Hoffman, 1960, p. 122). This pattern of mental activity is believed by many to be a natural part of the judgment process (Hoffman, 1960).

The Analysis of Variance (ANOVA) paradigm is one way of making the linear model sensitive to configural effects (Slovic & Lichtenstein, 1971). The ANOVA technique provides a statistically efficient mechanism for detecting the curvilinear and configural use of information, as well as the linear processes. Although the configural model does not outperform the linear model to a great degree, it is gaining support. Slovic and Lichtenstein in 1971 asserted that the "nonlinear processes are likely to play an increasing role in understanding of judgement despite their limited ability to

outpredict linear models" (p. 683). Additional findings, provided in the following paragraphs, offer confirmation of that prediction.

Slovic (1969), while studying stockbrokers' decision processes, chose to employ the ANOVA technique because of its sensitivity to configural processing. Analyses indicated that each broker exhibited a substantial amount of configural processing. The configural model was also supported by a study of ethics judgments conducted by Tannenbaum et al. (1989) in which greater reasoning complexity was indicated by the reported ANOVA interactions. The linear model does not provide a means for measuring these types of interactions. Thus, we see here an example of how the configural model provides richer, fuller information regarding mental processes.

Hammond, Hursch, and Todd (1964) discovered that clinicians' inferences could not be completely explained by the linear model. The authors suggested the possibility that many clinicians utilize nonlinear relations in making their judgments. Research conducted by Stumpf and London (1981) provided another demonstration that simple linear models may not efficiently describe the decision-making process. They reported the presence of large interactions, indicating that configural models were supported by the decision process of some individuals. Stumpf and London, who employed only four factors, also noted that these interactions were more likely

to occur when the number of relevant dimensions was relatively small.

Taylor and Wilsted (1974) conducted a study in which the results of linear and nonlinear analyses were compared. In this study raters were asked to assess performance based on 10 factors or cues. The analyses indicate almost identical results between the two techniques (stepwise multiple regression and the nonlinear Automatic Interaction Detector). According to Stumpf and London's (1981) thesis, the lack of a difference between the linear and configural analyses may be due to the large number of factors employed.

Current Study

The linear model and the configural model each provide acceptable forms of conceptualization for policy-capturing studies. The strengths and weaknesses of each have been presented. However, one must take into consideration the research question(s) when choosing the appropriate model. The linear model would be most inappropriate if one was studying higher level interactions of variables. Conversely, the configural model would not be appropriate if one was predicting linear relationships of variables. The present study proposes several hypotheses that predict linear relationships amongst variables. Therefore, the linear model was used here.

Profile Analysis

The process of policy-capturing can be taken one step further. An analysis can be conducted to determine the similarities and differences in individuals' policies. In other words, one answers the question, "Do all individuals process, combine, integrate, and weight information in the same way or do groups of individuals have ways that are similar to each other, but different from other groups?" (Zedeck & Kafry, 1977). Several researchers have determined that clusters of policies usually do exist. One policy can rarely explain the mental processes of everyone (Hobson et al., 1981; Naylor & Wherry, 1965; Stumpf & London, 1981; Taylor & Wilsted, 1974; Zedeck & Kafry, 1977; Zimmer & Glickman, 1990). In this research, an analysis of the responses of males versus females was performed.

Variables

Researchers have studied anywhere from 4 to 23 variables or factors (usually with 2 to 3 levels each) within a given study. There are some practical considerations to be taken into account when deciding how many variables to study. First, with the addition of each variable, in order to present all possible combinations of all levels of each variable, the number of needed scenarios increases geometrically. For example, use of five variables with two levels each (high and low) dictates that 32 scenarios be developed and presented to the participants. Add an additional variable with two levels and the number of

scenarios jumps to 64. Include 8 variables with two levels each and 256 scenarios are required. The potential for fatigue and resistance is quite obvious. Another reason for keeping the number of variables small is related to the exploratory nature of this research. This is the first policy-capturing study conducted on relocation decision-making in dual-career couples. Thus, these results provide a research base for later studies which may include a larger selection of variables, with more levels, if desired. Therefore, the number of variables studied here has been limited to five, with two levels of each (high and moderate); requiring 32 scenarios.

Objectives of the Analysis

This study will address the general question, "How does a spouse influence the variables used in relocation decisions of dual-career couples?" Previous studies in this area of research have asked participants to rank-order variables according to importance, or they have asked open-ended questions with questionnaires or interviews. Some researchers have content-analyzed spontaneously occurring conversations. However, to date, no research has been conducted to establish the actual policy used by the decision-maker. Furthermore, it has not been established whether males and females differ in their policies.

Hypotheses

There are five hypotheses proposed in this study.

Hypotheses 1 and 2 focus on the relationship between two of the factors (career commitment and job opportunities) presented within the scenarios. Hypotheses 3, 4, and 5 concentrate on the differences exhibited by males and females in response patterns to the scenarios.

Hypotheses 1 and 2. As articulated earlier, career commitment refers to one's dedication to lifelong achievement goals, often incorporating many jobs. Hall and Hall (1979) suggested that work satisfaction and achievement with low organizational commitment are core values held by dual-career couples. Thus, an individual's high level of dedication to his/her lifelong achievement goals may demand several job changes. Therefore, it is expected that high career commitment will lead to an increased receptiveness to new job opportunities. The first two hypotheses address these issues with reference to one's self and one's spouse.

Hypothesis 1: Job opportunities for self will be viewed as more important when career commitment is high. In other words, job opportunities for self will be given more weight in the decision-making process when high levels of career commitment exist than when moderate levels of career commitment exist.

Hypothesis 2: Job opportunities for spouse will be viewed as more important when the spouse's career commitment is high. It is predicted that the job opportunities for spouse will be given more weight in the decision-making process when spouse's career commitment is high.

Hypotheses 3, 4, and 5. The literature reveals that males and females may place importance on different factors when making career decisions that will affect the whole family. In the past males were usually the primary, if not sole, breadwinner for the family. By placing a great deal of importance on his job or career it could be said that he was doing his best to provide for his wife and children. If the wife did work, it was expected that her income would be significantly less than her husband's income. Therefore, her job was less important than her spouse's, especially when it came to decisions affecting the entire family. Even though these differences existed in the past, they have yet to disappear completely in today's society. Salary gaps between men and women, husband and wife, are still quite prevalent.

Evidence of the differences in the level of importance given to each partner's career exist in the literature. Researchers at Catalyst asked partners in dual-career couples to rank-order 10 factors considered to be important when deciding where they wanted to live. The results indicated different response patterns for males and females (Catalyst, 1981). For example, the males ranked job opportunities for self as first, whereas the females ranked job opportunities for self as fourth. The males ranked job opportunities for spouse as the fifth most important factor. In contrast, the females ranked job opportunities for spouse as the factor given the most importance. Other researchers have reported

similar gender differences in attitudes towards career decisions that affect the family (Bird & Bird, 1985; Krueger, 1982). The development of Hypotheses 3, 4, and 5 was based on the results of the aforementioned research.

However, it should be noted that considerable changes in values and norms regarding men and women's roles may have taken place in a relatively short period of time (i.e., 5 to 10 years). Another purpose of this study was to determine if changes have indeed occurred. Based on previous studies, it was predicted that results would indicate different decision-making patterns based on gender. However, lack of significant results in the hypothesized direction would lend support to the notion of changing norms and values.

The following hypotheses were proposed:

Hypothesis 3: Analyses will reveal two distinct weight profiles based on gender.

Hypothesis 4: Males will indicate that their own job opportunities are most important, followed by economic considerations, and job opportunities for spouse. Thus, it is predicted that weight will be given to the variables in the following descending order; job opportunities for self, economic considerations, and job opportunities for spouse.

Hypothesis 5: Females will indicate that their spouse's job opportunities are most important, followed by economic considerations, and job opportunities for self. Thus, it is predicted that weight will be given to the variables in the following descending order; job opportunities for spouse, economic considerations, and job opportunities for self.

After the primary analyses were performed other characteristics contained in the demographic questionnaire

were examined in an attempt to explain the differences in policies used by the participants during the decision-making process (e.g., age, income, income of spouse).

CHAPTER TWO

Research Design and Methodology

The three phases of data collection were; a) the development of the scenarios, b) the pilot study, and c) the policy-capturing study.

Scenario Development

Scenarios were developed as a means to elicit from the participants an indication of the actions they would take given different hypothetical situations. Based on previous research, five factors were identified as important in the relocation decision-making process: a) job opportunities for self, b) job opportunities for spouse, c) one's own career commitment, d) spouse's career commitment, and e) economic considerations. Two statements were written for each factor, representing a high and a moderate position. Low levels of each factor were not included because they were not regarded as representing a viable option for most people. From these 10 statements 32 different scenarios were formulated.

Each scenario contained a high or moderate statement for each of the five factors. The statements used in the policy-capturing scenarios were carefully developed to increase the probability of consistent interpretation. In other words, steps were taken to make sure that a statement that was intended to represent a high level of a particular factor was actually interpreted as such. And, if a statement was intended to represent a moderate level of a factor, the

researcher wanted to make sure it was perceived as moderate. The following procedures were performed to ensure interpretation was consistent.

Subjects and procedures. Participants were male and female undergraduate students enrolled in Psychology courses. They were each given 10 statements representing high and moderate levels of five factors. The statements, presented in random order, were printed individually on 5 1/2 X 8 1/2 inch cards. (See Appendix A.) The participants were given the following instructions:

"There are ten short paragraphs here, one per page.

- 1) Carefully read through ALL of the paragraphs before answering any of the questions.
- 2) After you have read all of the paragraphs go back and read each one separately. Answer the question that accompanies each paragraph by circling the appropriate number on the scale; 1, 2, 3, 4, or 5.

If at any time you change your mind, just go back, erase your original answer and provide a new rating. Please use a black pencil."

It was necessary to decide upon the acceptable response range for the high and moderate levels of each statement. It was predetermined that the acceptable response range would be plus or minus .2 from the desired response. In other words, the desirable response for the "moderate" level of each factor was 3.0. However, the acceptable range for the mean response was 2.8 - 3.2. The desirable response for the "high" level of each factor 5.0. The acceptable range for the mean response was 4.8 - 5.0 (5.0 being the highest score possible).

The statements were administered to a group of undergraduate students. When an item mean did not fall into the acceptable range the text of the statement was revised. Then, the complete set of statements was readministered to a new group of students. If no changes were made in a particular statement, the responses were averaged with the previously existing results. This process continued until the mean of every statement fell within the acceptable range. (See Appendix B for this data.)

The statements were then combined to form scenarios. At the beginning of each scenario was a paragraph informing the participant that:

"You have been offered a new job in a location about 500 miles from where you and your family live at present. You and your husband [wife] are highly committed to keeping the family intact, and have previously agreed that having a commuter marriage (living apart during the week) is not a viable option for your family".

Following this opening paragraph was a set of five statements, one level (high or moderate) from each factor. The various combinations of these statements resulted in 32 different scenarios (see Appendix C).

Pilot Study

Subjects and procedure. Eight graduate students in an Industrial/ Organizational Psychology doctoral program participated in the pilot study. Each student was given a packet with a cover-letter containing the following instructions:

"Each case begins with a description of a situation involving a new job offer. The same description appears in **CAPITALIZED BOLD PRINT** at the top of each page. However, the accompanying information is different in each case. Please read the information thoroughly before making your decision at the bottom of the page. Also, please make the decision by yourself; not in consultation with your spouse, or anyone else. Of course, if you want to compare notes after you complete and return the survey, feel free."

Each packet also contained 32 scenarios, demographic questions, a pre-addressed postage-paid return envelope, and a pre-addressed postage-paid postcard to indicate a desire for a summary of the study results. (See Appendix C.) In addition, the participants in the pilot study answered questions regarding the clarity of the written instructions, completion time, and fatigue effects.

Feedback from these participants indicated that completion time was between 30 minutes and one hour, instructions were clear, and fatigue did not appear to be an important factor. Thus, further revision was unwarranted.

Policy Capturing Study

Recruiting subjects. Seven individuals working in a variety of occupational fields and living in various parts of the United States served as contact people. These people were asked to provide the experimenter with a list of individuals currently in dual-career marriages, with one primary residence, whom they thought might be willing to participate in this study. The combined lists contained over 120 names. Individuals were contacted by telephone, given a

brief description of the study, and asked if they would be willing to participate. To qualify as a participant, an affirmative answer was required to each of the following questions:

- a) Do you and your spouse maintain a family life together?
- b) Do each of you hold a job?
- c) Do both of you expect to continue to do work that will build upon current and past experience?
- d) Do you perceive yourself as being in a dual-career marriage?

Decisions made by individuals, not the couple, were the unit of analysis in this study. Therefore, one's spouse was not required to participate. However, if a spouse expressed interest or willingness to participate they were also accepted. However, when talking with each participant it was emphasized that they were to complete their packet by themselves with no input from their spouse or any other individuals.

Subjects and procedure. The participants were 82 individuals (41 male, 41 female) who, based on the previously mentioned criteria, were currently living in dual-career marriages. The length of marriage varied from 1 to 37 years, with an average of 11 years. These individuals resided in Virginia, North Carolina, Georgia, Tennessee, Michigan, Indiana, and California. The mean age for the males was 41 years with an average income of \$54,600 per year (see Tables 1 & 2). The females, with a mean age of 39 years, averaged a yearly income of \$34,000 (see Tables 1 & 2). No household

had more than two children currently living at home, and the highest educational degree earned by these men and women ranged from high school diploma to doctoral and professional degrees (see Tables 3 & 4). The participants were assigned to one of two groups:

- Group I: Male participants who read scenarios in which they were offered a job requiring relocation.
- Group II: Female participants who read scenarios in which they were offered a job requiring relocation.

Packets were sent to the first 98 individuals who had agreed to participate. Each packet contained 32 scenarios placed in random order, demographic questions, a pre-addressed postage-paid return envelope, and a pre-addressed postage-paid postcard to indicate a desire for a summary of the results. A cover letter was also inserted into each packet instructing the participant to read each scenario, and then decide whether or not they would relocate, based only on the information provided. (See Appendix C.) A total of 84 packets were completed and returned. However, it was predetermined that the minimum amount of data needed for the planned analyses would be contained in 82 packets. Therefore, data analysis was conducted as soon as the first 82 packets (41 male, 41 female) were returned.

Table 1

Distribution of Sample by Age Group

Age	Males	Females
26-35 years	13	13
36-45 years	17	21
46-55 years	6	4
56-66 years	<u>5</u>	<u>3</u>
Total	41	41

Table 2

Distribution of Sample by Income

Income	Males	Females
< \$20,000	2	2
\$20,000-\$29,000	2	18
\$30,000-\$39,000	4	10
\$40,000-\$49,000	8	7
\$50,000-\$59,000	9	2
\$60,000-\$69,000	7	0
\$70,000-\$79,000	6	2
\$80,000-\$89,000	1	0
> \$89,000	<u>2</u>	<u>0</u>
Total	41	41

Table 3

Distribution of Sample by Highest Degree Earned

Degree	Males	Females
High School	7	2
Some College	1	4
Bachelor's Degree	13	13
Some Graduate School	3	4
Master's Degree	11	9
Doctorate Degree	2	7
Professional Degree	3	2
Not Reported	<u>1</u>	<u>0</u>
Total	41	41

Table 4

Distribution of Sample by Occupation

Occupations	Males	Females
Teacher	1	11
Professor	0	2
Counselor/Therapist/ Psychologist	1	6
Researcher/Scientist/ Engineer	12	3
Pharmacist	1	0
Medical Doctor	0	1
Veterinarian	1	0
Attorney	3	1
Business/Owner	10	8
Sales	4	1
Secretary/Support Staff	1	5
Foreman	1	0
Editor	0	1
Technician	2	0
Computer Analyst	1	0
City Planner	1	0
Sensory Analyst	0	1
Respiratory Therapist	0	1
Physicist	1	0
Master Control Switcher	1	0
Total	41	41

CHAPTER THREE

Results

The purpose of this study was to determine the relative weight given to various factors when one is trying to make relocation decisions, while keeping his/her dual-career marriage intact. The design of this study was based on the method of policy-capturing. The policy of an individual is said to be "captured" when one is able to predict the actions of an individual from the characteristics of the stimuli presented to him/her (Naylor & Wherry, 1965).

In this case, the stimuli consisted of five factors (job opportunities for self, job opportunities for spouse, one's own career commitment, spouse's career commitment, and economic considerations), presented at either high or moderate levels, and combined to form 32 different scenarios. Participants were asked to read each scenario, and to decide whether or not they would relocate, based only on the information provided. The yes/no response (coded "1" for yes, and "2" for no) for each scenario was the dependent variable. Therefore, N equals the number of decisions (i.e., the number of participants multiplied by the number of responses to the scenarios) rather than the number of participants.

Primary Analyses

A 2 X 2 X 2 X 2 X 2 X 2 X 2 (gender, and two levels of each of the five factors) analysis of variance (ANOVA) was

performed to provide an overall picture of the data. The first step in analyzing the data was to determine if the intended manipulation of variables did in fact occur. In other words, was the "high" level of each factor interpreted differently from the "moderate" level of each factor. In viewing the individual p-value and eta-square values for each of the five factors (F1 through F5) presented in the source of variation table (see Table 5), it became apparent that the manipulation was successful for all of the factors, with the exception of Factor 4, career commitment of spouse. In fact, the manipulation of these five factors accounts for 34% of the total variance (summation of the eta-square values). It should be further noted that the results presented in the source of variation table provide support for the additive model, as discussed in the following sections.

Hypotheses 1 and 2

In the first hypothesis it was predicted there would be a relationship between one's career commitment (F1) and job opportunities (F3). More specifically:

Hypothesis 1: Job opportunities for self will be viewed as more important when career commitment is high. In other words, job opportunities for self will be given more weight in the decision-making process when high levels of career commitment exist than when moderate levels of career commitment exist.

Given this hypothesis one would anticipate that job opportunities for self would be deemed more important when career commitment was high than when career commitment was

moderate.

The results of the ANOVA indicate there was a significant interaction between job opportunities for self and one's career commitment at the $p < .005$ level (see Table 5, $F1 * F3$). In other words, the $F1$ effect differs depending upon the level of $F3$ (i.e., high vs. moderate). The results of the following multiple regression analyses help to clarify this relationship.

Two multiple regression analyses were performed. The first analysis was conducted using only the responses to the scenarios in which career commitment for self ($F3$) was high. The dependent variable (yes/no decision to relocate) was regressed onto the four remaining factors (job opportunities for self [$F1$], job opportunities for spouse [$F2$], career commitment spouse [$F4$], and economic considerations [$F5$]). The second analysis was conducted using only the responses to the scenarios in which career commitment for self was moderate. Due to the nature of the hypotheses in this study the standardized beta weights were based only on $F1$ through $F5$; interactions were not taken into account. The Beta-weights for job opportunities for self resulting from these analyses were then analyzed. The results indicate that job opportunities for self was given significantly more weight ($p < .01$) when career commitment for self was high (Beta = .2966, overall $R^2 = .36263$) than when career commitment for self was moderate (Beta = .1986, overall $R^2 = .34298$). Thus,

Hypothesis 1 was supported.

A similar relationship was predicted in Hypothesis 2, only this time the focus was on the spouses' career commitment (F2) and spouse's job opportunities (F4). The following prediction was made:

Hypothesis 2: Job opportunities for spouse will be viewed as more important when the spouse's career commitment is high. It is predicted that the job opportunities for spouse will be given more weight in the decision-making process when spouse's career commitment is high.

The results of the ANOVA indicate there was a significant interaction between job opportunities for spouse and spouse's career commitment (Table 5, F2 * F4; $F=56.79$, $df=1$, $p < .0001$). This relationship was further examined by the multiple regression analyses.

It was anticipated that with high career commitment for spouse, job opportunities for spouse would be given more weight in the decision making process than when his/her level of career commitment was moderate. Once again, two multiple regression analyses were performed. In the first analysis only the responses to the scenarios with high career commitment for spouse (F4) were analyzed. The dependent variable (yes/no decision to relocate) was regressed onto the four remaining factors (job opportunities for self [F1], job opportunities for spouse [F2], career commitment self [F3], and economic considerations [F5]). The second analysis was conducted using only the responses to the scenarios in which career commitment for spouse was moderate. The resulting

Beta weights for job opportunities for spouse from each equation were then analyzed. The results indicate that job opportunities for spouse was given significantly more weight ($p < .01$) in the decision-making process when spouse's career commitment was high (Beta = .6004, overall $R^2 = .42821$) than when spouse's commitment to career was moderate (Beta = .4023, overall $R^2 = .30474$). These results support the relationship predicted in the statement of hypothesis 2.

Table 5

Source of Variation Table for Analysis of Variance

Source of Variation	df	SS	F-Value	p-value	Eta-square
F1	1	40.75038	343.290	0.0001	0.0605
F2	1	161.50952	1360.580	0.0001	0.2397
F3	1	3.15587	26.590	0.0001	0.0047
F4	1	0.13758	1.160		
F5	1	24.78087	208.760	0.0001	0.0368
SEX	1	0.99123	8.350	0.005	0.0015
SUBJECT(SEX)	80	119.65701	12.600	0.0001	0.1776
F1*F2	1	3.43941	28.970	0.0001	0.0051
F1*F3	1	1.61014	13.560	0.005	0.0024
F1*F4	1	2.14367	18.060	0.0001	0.0032
F1*F5	1	0.00343	0.030		
F2*F3	1	0.20160	1.700		
F2*F4	1	6.74123	56.790	0.0001	0.0100
F2*F5	1	0.36623	3.090		
F3*F4	1	0.04611	0.390		
F3*F5	1	0.00038	0.000		
F4*F5	1	0.46684	3.930	0.05	0.0007
SEX*F1	1	3.73514	31.470	0.0001	0.0055
SEX*F2	1	4.20160	35.390	0.0001	0.0062
SEX*F3	1	0.01867	0.160		
SEX*F4	1	0.01867	0.160		
SEX*F5	1	0.00038	0.000		
F1*F2*F3	1	0.32050	2.700		
F1*F2*F4	1	0.00953	0.080		

Table 5 (continued)

Source of Variation Table for Analysis of Variance

Source of Variation	df	SS	F-Value	p-value	Eta-square
F1*F2*F5	1	2.25953	19.030	0.0001	0.0034
F1*F3*F4	1	0.32050	2.700		
F1*F3*F5	1	0.16806	1.420		
F1*F4*F5	1	0.04611	0.390		
F2*F3*F4	1	0.01867	0.160		
F2*F3*F5	1	0.06441	0.540		
F2*F4*F5	1	0.06441	0.540		
F3*F4*F5	1	0.00343	0.030		
SEX*F1*F2	1	0.01867	0.160		
SEX*F1*F3	1	0.03087	0.260		
SEX*F1*F4	1	0.00343	0.030		
SEX*F1*F5	1	0.08575	0.720		
SEX*F2*F3	1	0.03087	0.260		
SEX*F2*F4	1	0.00953	0.080		
SEX*F2*F5	1	0.00953	0.080		
SEX*F3*F4	1	0.00343	0.030		
SEX*F3*F5	1	0.46684	3.930	0.05	0.0007
SEX*F4*F5	1	0.03087	0.260		
F1*F2*F3*F4	1	0.00038	0.000		
F1*F2*F3*F5	1	0.01867	0.160		
F1*F2*F4*F5	1	0.06441	0.540		
F1*F3*F4*F5	1	0.00343	0.030		
F2*F3*F4*F5	1	0.01867	0.160		
SEX*F1*F2*F3	1	0.00038	0.000		
SEX*F1*F2*F4	1	0.00038	0.000		
SEX*F1*F2*F5	1	0.00953	0.080		
SEX*F1*F3*F4	1	0.00038	0.000		
SEX*F1*F3*F5	1	0.00953	0.080		
SEX*F1*F4*F5	1	0.00343	0.030		
SEX*F2*F3*F4	1	0.32050	2.700		
SEX*F2*F3*F5	1	0.00953	0.080		
SEX*F2*F4*F5	1	0.00343	0.030		
SEX*F3*F4*F5	1	0.46684	3.930	0.05	0.0007
F1*F2*F3*F4*F5	1	0.03087	0.260		
SEX*F1*F2*F3*F4	1	0.00038	0.000		
SEX*F1*F2*F3*F5	1	0.00953	0.080		
SEX*F1*F2*F4*F5	1	0.20160	1.700		
SEX*F1*F3*F4*F5	1	0.01867	0.160		
SEX*F2*F3*F4*F5	1	0.04611	0.390		
SEX*F1*F2*F3*F4*F5	1	0.11014	0.930		

Hypothesis 3, 4, and 5

In previous studies, it was reported that females and males differed in the importance they assigned to various factors during the decision-making process (Bird & Bird, 1985; Catalyst, 1981; Krueger, 1982). Based on these studies it was predicted that:

Hypothesis 3: Analyses will reveal two distinct weight profiles based on gender.

The results of the ANOVA reveal a significant main effect for sex ($F=8.35$, $df=1$, $p < .005$). In addition, the analysis of the relationship between Sex * F1 (job opportunities for self) was significant ($F=.31.47$, $df=1$, $p < .0001$), as was the relationship between Sex * F2 (job opportunities for spouse; $F=35.39$, $df=1$, $p < .0001$). According to the results of the ANOVA, it appears that two distinct weight profiles do exist. However, two multiple regression analyses, performed to allow a more in-depth look at the profiles of each gender, reveal that the weight profiles of the males and females were not significantly different. In the first multiple regression analysis only the responses of the males were used. The second analysis used only the responses of the female participants as the dependent variable. In keeping with the additive model, the Beta weights were based only on the factors; interactions were not taken into account. A closer examination of these Beta weights (see Table 6) is presented below.

Hypothesis 4 called for an examination of the Beta

weights of males only during the decision making process. Based on previous studies the following hypothesis was formulated:

Hypothesis 4: Males will indicate that their own job opportunities are most important, followed by economic considerations, and job opportunities for spouse. Thus, it is predicted that weight will be given to the variables in the following descending order: job opportunities for self, economic considerations, and job opportunities for spouse.

The multiple regression analysis revealed that although each Beta weight was significantly different from all other Beta weights (overall $R^2 = .31962$, $p < .01$, see Table 6), the numerical value of the weights was not in the order predicted. The males gave the most weight to job opportunities for spouse (Beta = .4154), followed by job opportunities for self (Beta = .3239), and economic considerations (Beta = .1921). This does not agree with the hypothesized descending order of 1) job opportunities for self, 2) economic considerations and, 3) job opportunities spouse. Hence, Hypothesis 4 was not supported.

Researchers have also examined the factors females consider most important when considering the prospect of relocating. Thus, hypothesis 5 calls for an examination of the beta weights of the females during the decision making process. To be more exact:

Hypothesis 5: Females will indicate that their spouse's job opportunities are most important, followed by economic considerations, and job opportunities for self. Thus, it is predicted that weight will be given to the variables in the following descending order: job opportunities for

spouse, economic considerations, and job opportunities for self.

A multiple regression was performed regressing the dependent variable (yes/no decision to relocate) onto the five factors. The beta weights from this analysis are presented in Table 6. These results suggest that females considered job opportunities for spouse (Beta = .5875) as the most important factor, followed by economic considerations (Beta = .1915), and job opportunities for self (Beta = .1693). Although the weights match the hypothesized descending order, the beta weight for economic considerations was not significantly different than the beta weight for job opportunities for self. The other beta weights were significantly different from one another (overall $R^2 = .41415$, $p < .01$). Hence, though in the main the results demonstrate the hypothesized trend, support for Hypothesis 5 has to be somewhat qualified.

Post hoc Analyses

Additional post hoc analyses were conducted in an attempt to gain a greater understanding of the obtained results.

Hypothesis 4

In Hypothesis 4 predictions were made regarding the level of importance given to each of the five factors by the male participants. Additional multiple regression analyses were performed on males 40 years old or younger, and on males 41 years old or older. These analyses (see Table 7) revealed

that in the 41 and older age group the order of importance given to the factors was the same as the order of importance revealed in the original analyses with all of the male participants. Job opportunities for spouse was given the most weight (Beta = .4437), followed by job opportunities for self (Beta = .3100) and economic considerations (Beta = .1736). These beta weights are significantly different. However, in the 40 years and younger group there was not a significant difference between the weight given to job opportunities for spouse (Beta = .3798) and job opportunities for self (Beta = .3421).

Another post hoc analysis based on income was considered. One group consisted of males whose income was greater than their wives' (N=34), and the other group consisted of males whose income was less than their wives' (N=4). Due to the small N in the second group, this analysis was not carried out.

Hypothesis 5

Post hoc analyses were also performed on the results produced by the female participants. As with the male participants, analyses were conducted to determine if age was an intervening variable. Separate multiple regression analyses were performed on females 41 years old or older, and females 40 years old or younger. The results of these analyses (see Table 8) did not differ from the original multiple regression. Job opportunities for spouse was given

the most weight, but no significant differences were found between the importance given to economic considerations and job opportunities for self.

When the females were grouped according to income, there were 6 women with incomes greater than their spouses, and 33 women with incomes less than their spouses. Due to the small N in the first group, no analysis was performed.

Table 6

Beta Weights for Males and Females

Factor	Males*	Females
Job opportunities for self	.3239	.1693#
Job opportunities for spouse	.4154	.5875
Career commitment - self	.0718	.0588
Career commitment - spouse	.0087	.0137
Economic considerations	.1921	.1915#

* all beta weights for males significantly different at the p <.01 level

NOT significantly different from one another, all other beta weights for females are significantly different at the p <.01 level

Table 7

Beta Weights for Males by Age

Factor	40 years and younger*	41 years and older#
Job opportunities for self	.3421	.3100
Job opportunities for spouse	.3798	.4437
Career commitment - self	.0688	.0749
Career commitment - spouse	.0217	-.0023
Economic considerations	.2161	.1736

Discussion of significant results appears in text.

* N=18

N=23

Table 8

Beta Weights for Females by Age

Factor	40 years and younger*	41 years and older#
Job opportunities for self	.2039	.1220
Job opportunities for spouse	.5355	.6642
Career commitment - self	.0790	.0332
Career commitment - spouse	.0260	.0037
Economic considerations	.2548	.1033

Discussion of significant results appears in text.

* N=24

N=17

CHAPTER FOUR

Discussion

The purpose of this study was to gain a better understanding of the factors used by individuals during relocation decision-making, while keeping their dual-career marriages intact. The relative importance of five factors was examined in this study: job opportunities for self, job opportunities for spouse, one's own career commitment, spouse's career commitment, and economic considerations.

A policy-capturing design was employed to ascertain the relative importance of each of the five factors during the decision-making process. Participants read hypothetical scenarios and, based on the information provided, made a decision whether or not to accept a job that would require them to relocate. This, in turn, allows the researcher to interpret the "policy" of individuals and/or groups of individuals.

The findings and implications of each of the hypotheses are presented in the following sections. In addition, implications for dual-career couples, organizational policies, and suggestions for future studies are examined. In conclusion, a brief statement of the main findings is offered.

Hypotheses 1 and 2

Career commitment refers to one's dedication to lifelong achievement goals. The strength of career commitment

exhibited by the marital partners poses a potentially problematic issue for the dual-career couple (Glickhauf-Hughes et al., 1986). The couple is forced to cope with two career goals that may, at times, be in conflict. These career goals often demand that the individual move through a series of jobs. This is in contrast to job commitment which is the dedication to one particular job or position.

It was hypothesized that when career commitment is high, in making a decision the importance of job opportunities for self will also be high. Conversely, it was predicted that when career commitment is only moderate, the importance assigned to job opportunities will be less. This expected relationship between the participant's career commitment and job opportunities was anticipated in Hypothesis 1. Likewise, it was anticipated in Hypothesis 2 that the importance given to the spouse's job opportunities would be high when high levels of spouse career commitment exist, and that less importance will be given to spouse's job opportunities when only moderate levels of career commitment exist. The results of the analyses provide support for both Hypothesis 1 and 2. When the individual's career commitment is high, more weight is given to job opportunities for self than when career commitment is moderate. And, when one's spouse's career commitment is perceived to be high, his/her job opportunities are given more weight than when his/her career commitment is moderate.

From these results it can be concluded that the importance of job opportunities in a new location is affected by the level of career commitment. One should not focus exclusively on the level of importance given to job opportunities during the decision-making process until the level of career commitment has been ascertained. For example, it would behoove organizations to determine the level of career commitment of their employee, and their employee's spouse, before much time or money is spent providing relocation assistance.

Hypothesis 3, 4, and 5

Hypotheses 3, 4, and 5 focused on the assumption that the husband's career and job opportunities would be given paramount considerations in dual-career couple's decision-making. In other words, the husband would give the most weight to his job opportunities, and the wife would also give more weight to her husband's opportunities rather than to her own. Secondly, a prediction was made that economic considerations would be given more weight than the wife's job opportunities. These hypotheses were based on the assumption that attitudes prevailing at present would match those of past generations in ascribing low saliency to the personal needs, interests and accomplishments of women, by both the men and the women respondents.

It was predicted in Hypothesis 3 that the responses of males and females would produce two distinct weight profiles.

Previously, during interviews and in rank-ordering tasks, differences between the responses of males and females were quite apparent (Bird & Bird, 1985; Catalyst, 1981; Krueger, 1982). At first the results of the ANOVA appeared to support the hypothesis of different weight profiles. There was a significant main effect for sex, and significant interactions between sex and job opportunities for self, and sex and job opportunities for spouse. According to the responses of the male participants, the importance of the factors appeared in the following descending order: job opportunities for spouse, job opportunities for self, economic considerations, one's own career commitment, and career commitment of spouse. The responses of the females resulted in the following order: job opportunities for spouse, economic considerations, job opportunities for self, one's own career commitment, and spouse's career commitment.

Upon closer examination, using multiple regression analyses, it became apparent there were not two significantly different weight profiles based on gender. Explanations for these results may be that gender differences are shrinking, as many would like to believe, and/or that the results reflect demand characteristics residing in the methodology of the study. Each scenario had the same opening paragraph describing a situation in which the participant was offered a job in a distant city (Appendix C). Although the attractiveness of the job opportunity was varied by

manipulation of scenario contents, it was made explicit that there was a "job in hand" for the participant. Hence, knowledge that one's own job needs were already fulfilled may have predisposed the participants to shift attention (i.e., give more weight) to their spouse's job opportunities.

It was also postulated in the opening paragraph that the couples aim to keep their marriages intact. This may have been read as a "demand" condition accentuating consideration of the interests and opportunities of the spouse when making the decision. Hence, the contents of the opening paragraph could explain why both males and females gave significantly more weight to the job opportunities for their spouse than any other variable. The response patterns of males and females are discussed separately in the following paragraphs.

In Hypothesis 4 it was predicted the responses of the male participants would reveal a descending order of importance of the factors presented in the scenarios. Job opportunities for self was expected to be the most important factor, followed in order by economic considerations, and job opportunities for spouse. These predictions were based on research conducted by Bird and Bird (1985), Catalyst (1981), and Krueger (1982). However, the results of the study were not in agreement with this hypothesis. The descending order of importance, as measured by the Beta weights was; job opportunities for spouse, job opportunities for self, and economic considerations (see Table 6).

At first glance the results seem to suggest there is a shift occurring in our social norms. It was hypothesized that males would respond with job opportunities for themselves as the most important factor when considering whether or not to relocate. As noted, much of the previous research cited was conducted in the first half of the '80s. During the past decade the status of, and attitudes toward women at work have been changing rapidly. It may be that the responses reported here, in some way, reflect a sustaining trend toward acceptance of female "equality" in the work domain as the norm (i.e., five to ten years may have made a difference). Hence, men may actually be moving personal and occupational development opportunities for their spouse upward on their priority list.

However, for many males, it may seem that insisting upon the importance of their spouse's job opportunities is the most socially acceptable response, even if such a response was not an altogether accurate reflection of their true feelings. Likewise, at the present time, it may be regarded as socially unacceptable to assert that job opportunities for one's self are more important than the job opportunities for one's spouse, especially when living as a dual-career couple. The results of these analyses may reflect an emerging social norm -- that job opportunities for the female should be as important as job opportunities for the male during the relocation decision making processes. Yet, on the other

hand, the results may be due to demand characteristics as previously discussed; i.e., that respondents are giving "lip service" to "equal opportunity."

The results to the post hoc analyses provide some additional insight. When multiple regression analyses were performed on males 41 years or older the results were consistent with the analyses conducted on all the males. However, in the group of men 40 years or younger, job opportunities for spouse was not given significantly more weight than job opportunities for self (see Table 7). The younger men were not as inclined to give priority to their spouse's job opportunities, as were the older men.

It might be argued that younger men are at a crucial period in their careers when they are more apt to experience pressure to change locations for the purposes of professional development. Therefore, they would be less likely to subjugate their own career opportunities to the career needs of their spouse. On the other hand, their older counterparts might, in general, be considered to have "made it" so far. Thus, the older men could afford to let preference to their spouse's opportunities figure quite prominently in the decision to accept or reject the relocation offer. Hence, age (as an indication of career stage) appears to be an intervening variable in the decision process for males.

In Hypothesis 5 predictions were made regarding the responses of the female participants. Based on previous

research (Bird & Bird, 1985; Catalyst, 1981; Krueger, 1982), it was predicted that the females would report their spouses' job opportunities as the most important factor in relocation decision-making, followed by economic considerations, and job opportunities for one's self. Although job opportunities for spouse was given the most importance, and support for the hypothesized descending order was evident, the difference in Beta weights between economic considerations and job opportunities for spouse was not significant (see Table 6). The results of additional post hoc analyses produced the same results.

The fact that women gave the most weight to the job opportunities for their spouse comes as no surprise, it is supported throughout the literature. Yet, in discussing the results for Hypotheses 3 and 4, an argument was made that putting high priority on job opportunities for one's spouse may be a result of demand characteristics. The question then exists, are the results testing Hypothesis 5 a response to demand characteristics, as discussed previously, or do they accurately reflect the decision making process of the female participants? Future studies could aid researchers in clarifying this issue.

As predicted, the females did place more importance on economic considerations than on their own job opportunities. However, an analysis of the Beta weights, did not reveal a significant difference between the two factors. These

results may be interpreted two ways: 1) women do place more importance on their own job opportunities than anticipated, and/or 2) women place less importance on the economic aspects of the situation than hypothesized. Both of these explanations deserve further consideration.

First, the results may reflect a shift in priorities of women in dual-career marriages. As more and more women enter the professions and develop and nurture their career, the importance of their own job opportunities is bound to increase. These results lend additional support to the concept of changing social norms. Positive attitudes towards women's careers and their job opportunities appears to be increasing, at least as indicated by this population sample.

Second, the average income of the population sampled here was greater than the average income in the United States. In this study, men's average income was \$54,600 and women's was \$34,000. In contrast, in 1989 the average income for married men employed fulltime in the United States was \$38,202, and the average income for married women employed fulltime was \$22,251 (U.S. Census Bureau, 1990). These figures strongly suggest that, on the whole, the participants of this study were in good shape financially. It can be surmised that their economic resources were such that their choices, to move or not, were not driven by perceived economic necessity in most cases. Thus, in retrospect it does not seem strange that in the results for Hypotheses 4 or

5 the economic considerations did not consistently weigh more heavily in decision-making, as had been hypothesized.

Implications for Dual-Career Couples

The results reveal two pieces of information pertinent to the dual-career couple: 1) the importance of job opportunities is affected by career commitment, and 2) job opportunities for one's spouse is a consideration very important to both men and women. As dual-career couples are faced with relocation decisions it is important that the level of career commitment of each partner be known and acknowledged. If a person's career commitment is only moderate, then less importance needs to be given to job opportunities for that individual. However, if career commitment is high, then this individual will need a high level of importance to be placed on job opportunities for him/herself.

The fact that spouse's job opportunities was important for both men and women may come as a comfort to individuals in dual-career couples. It indicates that a "follow me at all costs" attitude no longer prevails for many couples. The importance of each person's career is validated and respected. However, consideration of the other partner's opportunities also adds to the complexity of relocation decision-making. Finding jobs for both partners in the same geographical location may be quite an arduous undertaking. This difficulty may lead to constraints upon the career

development of one or both partners. Although equality of job opportunity appears to be on the rise, the difficulty of making relocation decisions is also likely to be increasing.

Organizational Policy

The results of this study have vital implications for organizations that employ one or both partners of dual-career couples. In the past males were the primary employees in most organizations, and they were usually the primary breadwinners of the family. When a job opportunity presented itself in a distant city, it was taken for granted that the family would act based on the husband's career needs. This is no longer true in increasing numbers of situations. In essence, organizations are dealing with a couple, rather than an individual employee. Therefore, the focus of attention for the organization becomes the couple.

In some situations both partners work for the same organization. If, as the results reveal, both valued individuals place a great deal of importance on their spouse's job opportunities, then the organization will have to follow this lead and also show interest in the spouse's job opportunities. The organization can seek to aid the couple by identifying suitable positions for both individuals. When jobs are available for each individual, it is more likely that the couple will agree to relocate. Thus, the organization is able to achieve its staffing goals, while also helping the couple.

In many other situations, the husband and wife are employed by different organizations. In this case, it would be in the best interest of the organization to work with the couple, rather than the individual. The organization offering the job in a distant city can provide several services to the couple. First, the organization can look internally to determine if appropriate positions for the spouse exist within its own domain. If this is not feasible the organization can provide various forms of assistance in the spouse's search for appropriate employment. This assistance can range from help with resume writing, to paying the bill for "head-hunting" services. Providing these services will help the couple during a stressful time, help the organization achieve its goals, and may act as a method of attracting high quality prospective dual-career employees into the organization.

Methodological Issues and Future Studies

In the present study the basic criteria for inclusion in the sample was partnership in a dual-career couple. Although some individuals had previously experienced relocation, to be engaged currently in the process of making relocation decisions was not a requirement for participation. Hence, responses to the scenarios were speculations about behavior in such situations, based upon acting "as if" a real decision had to be made. A more accurate measurement of the importance of factors could be obtained if couples who were

actually engaged in the process were used as participants. A study similar to this one using only participants going through the relocation decision-making process might provide different results.

The scenarios presented in the current study only address the issue of one's self being offered a new job in a distant city. In future studies, scenarios in which the spouse is offered a job may provide an increased understanding of the importance given to various factors. The results, which indicated that both males and females place their spouse's job opportunities first in importance, may be a result of the experimental design. Reading a scenario in which one has already been offered a job may lead an individual to feel secure in one's own needs, and allow the consideration of one's spouse's job opportunities to come to the forefront. However, when an individual's spouse has been offered a job, one's own job opportunities might increase in importance. Providing subjects with an additional set of scenarios in which the spouse is offered a job would allow researchers to address this issue. However, one must take into account the number of scenarios this would entail (N=64). Therefore, a partial design in which each participant is given only a sampling of the scenarios would be recommended.

It should also be kept in mind that a "no-lose" scenario was consistently presented. In other words, participants

were presented with scenarios in which opportunities and finances would be either improved or kept as status quo. There was never mention of negative consequences, such as loss of job, career stagnation, or demotion if the relocation offer was not accepted. Yet, these situations do exist in real life. If these types of consequences had been incorporated into the scenarios the responses may have been quite different.

Furthermore, because the current job situation of either partner was not described, it is hard to tell how much improvement might be offered by the "new job." When designing the scenarios, it was implicitly assumed that "more is better," which, as Korman, Glickman, and Frey (1981) have shown, in a Navy career context, is not a safe generalization. Therefore, a description of the improvement relative to the current situation may lend itself to a more realistic representation of the decision-making process.

Summary

This study has provided a look at an issue that is becoming more pervasive than ever - relocation of dual-career couples. Finding out what factors one uses in making these decisions is a complex task, and one that is of interest to many individuals, as well as many organizations. In brief, the important finding was that both males and females gave priority to the job opportunities for their spouse when engaged in relocation decision-making. This is in contrast

with previous research, conducted in the '80s, which indicated that the job opportunities for the husband was given preference by men and women alike. These results may be due to a change in social norms, demand characteristics of the methodology, or characteristics of the population sample. Nevertheless, a change in the pattern of weight given to each factor during the decision process has been found.

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Appendix A
Scenario Development Instrument

VERBAL INSTRUCTIONS

Thank you for agreeing to participate in this study. If at any time you decide you want to stop, just return your packet to me. Participation is on a volunteer basis!!

I've given you ten short paragraphs. These paragraphs are part of a larger story in which an individual needs to make a decision about a new job. Each paragraph presents a piece of information that pertains to this decision. The purpose of this part of the study is to measure the strength of the feelings and/or attitudes presented in each paragraph.

That's where you come in! Look at the instructions on the first page. I want you to:

1) read all of the paragraphs before doing anything else,

2) then, after you have read all of the paragraphs, go back and read each one separately. Answer the question that accompanies each paragraph by circling the appropriate number on the scale; 1, 2, 3, 4, or 5.

If at any time you change your mind, just go back, erase your original answer and provide a new rating. Please use a black pencil so that you can do this.

Any questions?

Thank you for your participation.

Project Name: STATEMENTS

Please indicate your age and sex.

Age: _____

Sex: Male _____ Female _____

INSTRUCTIONS

There are ten short paragraphs here, one per page.

1) Carefully read through ALL of the paragraphs before answering any of the questions.

2) After you have read all of the paragraphs go back and read each one separately. Answer the question that accompanies each paragraph by circling the appropriate number on the scale; 1, 2, 3, 4, or 5.

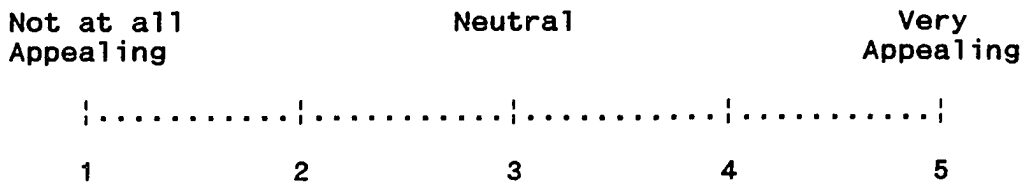
If at any time you change your mind, just go back, erase your original answer and provide a new rating. Please use a black pencil.

Thank you for your time and participation!

Round 1
MF1H

The new job is a career advancement in the direction of goals you have been aiming at and planning for since the beginning of your career. You have put in a lot of hard work and it is finally paying off.

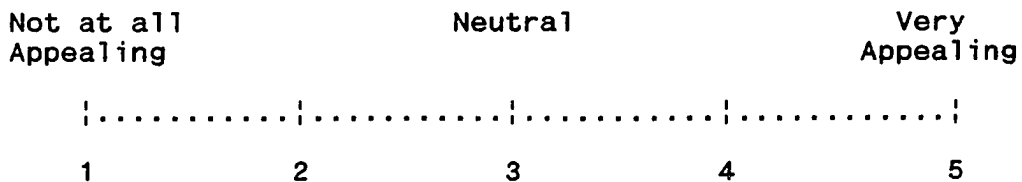
HOW APPEALING DOES THIS NEW JOB SEEM TO BE?



MF1L

The new job allows you to make a lateral move. No promotion is involved. You will have some new challenges that will move you in the direction you have been working towards since the beginning of your career. It is unknown if the change will lead to future career advancement opportunities.

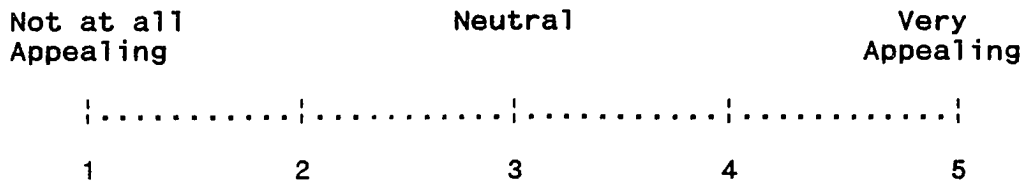
HOW APPEALING DOES THIS NEW JOB SEEM TO BE?



Round 1
MF2H

Your wife has also been offered a job in the same geographical area. The new job represents a big step upward in her career and will probably lead to more future opportunities.

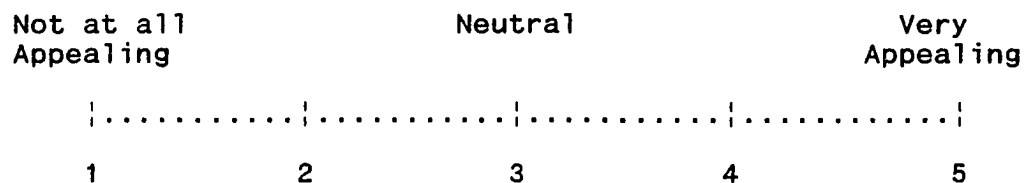
HOW APPEALING DOES YOUR WIFE'S JOB OFFER APPEAR TO BE?



MF2L

Your wife does not yet have any job leads in her present occupation in the same geographical area as your job offer. It appears that jobs are available for her at her present salary level. She is afraid this move will slow down her career advancement.

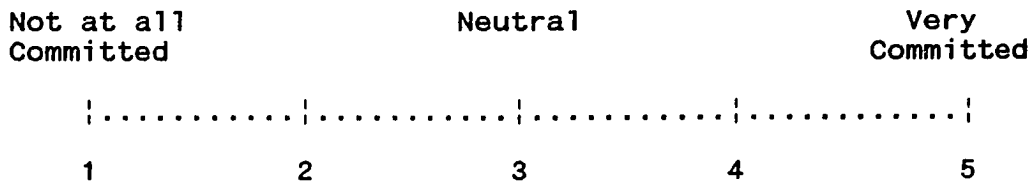
HOW APPEALING DOES YOUR WIFE'S JOB OPPORTUNITIES APPEAR TO BE?



Round 1
MF4H

Your wife's career is very important to her and provides her with a great deal of personal fulfillment. She is highly committed to the continued advancement of her career and is continually seeking new challenges and opportunities.

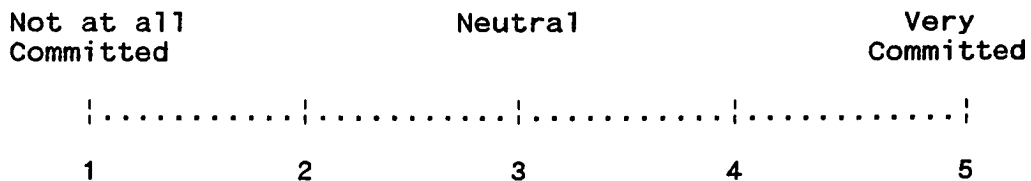
BASED ON THE INFORMATION IN THE PARAGRAPH, HOW COMMITTED IS YOUR WIFE TO HER CAREER?



MF4L

Your wife believes it is important for her to have a career. At times she receives personal fulfillment from her work. Yet she continues to question her choice of career. She is continually looking at other career options.

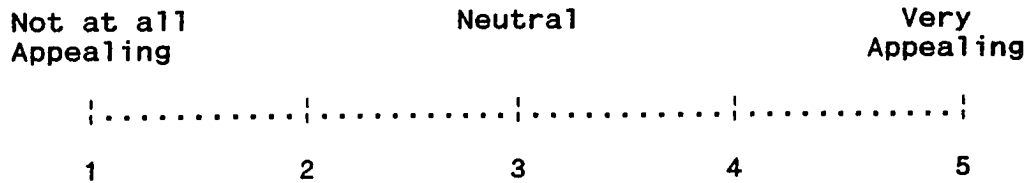
BASED ON THE INFORMATION IN THE PARAGRAPH, HOW COMMITTED IS YOUR WIFE TO HER CAREER?



Round 1
MF5H

Your combined salaries and the cost of living in the new location will enable you and your family to raise your standard of living quite a bit.

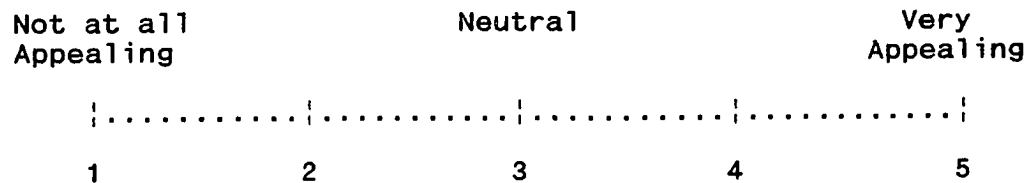
HOW APPEALING DOES THIS FINANCIAL SITUATION APPEAR TO BE?



MF5L

Given the cost of living in the new location your combined salaries will allow you to maintain just about the same standard of living you have now.

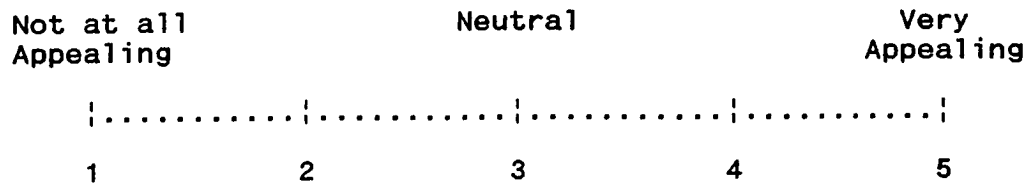
HOW APPEALING DOES THIS FINANCIAL SITUATION APPEAR TO BE?



Round 1
FF1H

The new job is a career advancement in the direction of goals you have been aiming at and planning for since the beginning of your career. You have put in a lot of hard work and it is finally paying off.

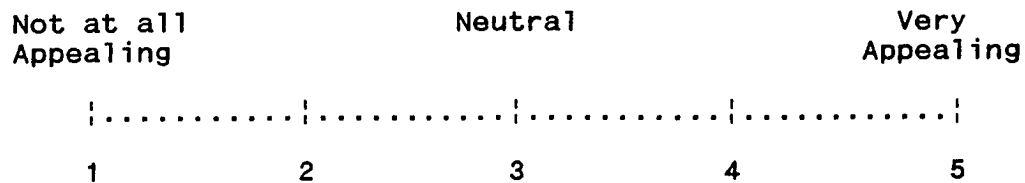
HOW APPEALING DOES THIS NEW JOB SEEM TO BE?



FF1L

The new job allows you to make a lateral move. No promotion is involved. You will have some new challenges that will move you in the direction you have been working towards since the beginning of your career. It is unknown if the change will lead to future career advancement opportunities.

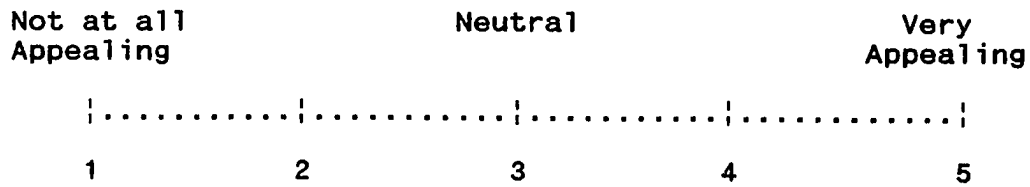
HOW APPEALING DOES THIS NEW JOB SEEM TO BE?



Round 1
FF2H

Your husband has also been offered a job in the same geographical area. The new job represents a big step upward in his career and will probably lead to more future opportunities.

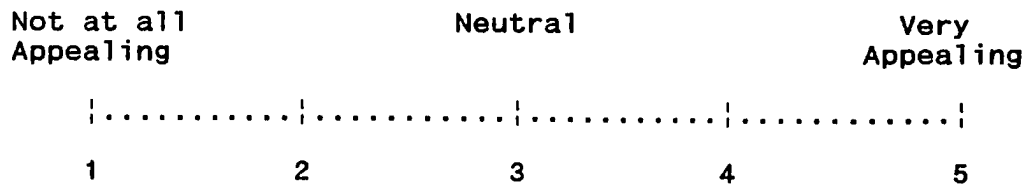
HOW APPEALING DOES YOUR HUSBAND'S JOB OFFER APPEAR TO BE?



FF2L

Your husband does not yet have any job leads in his present occupation in the same geographical area as your job offer. It appears that jobs are available for him at his present salary level. He is afraid this move will slow down his career advancement.

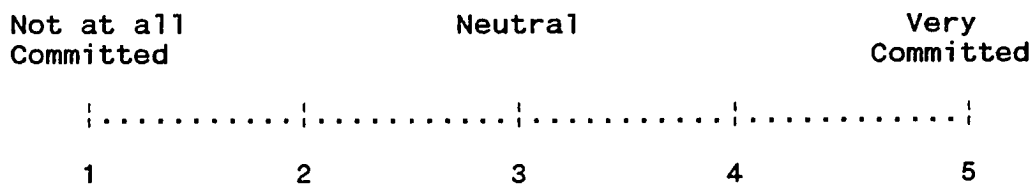
HOW APPEALING DOES YOUR HUSBAND'S JOB OPPORTUNITIES APPEAR TO BE?



Round 1
FF3H

You receive a great deal of personal fulfillment from your work. You are always seeking new challenges and opportunities which will lead to the advancement of your career.

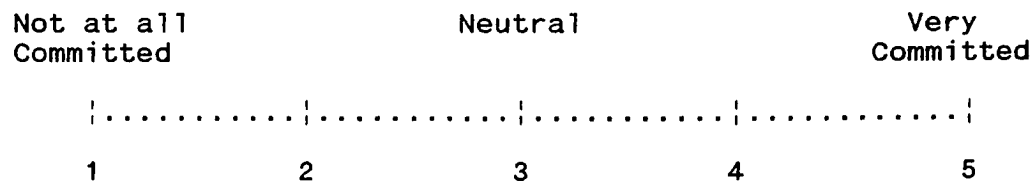
ACCORDING TO THE PARAGRAPH, HOW COMMITTED ARE YOU TO YOUR CAREER?



FF3L

Having a career is important to you. Sometimes you receive personal fulfillment from your work. At other times you question your choice of career. You are continually seeking information about opportunities in new career fields.

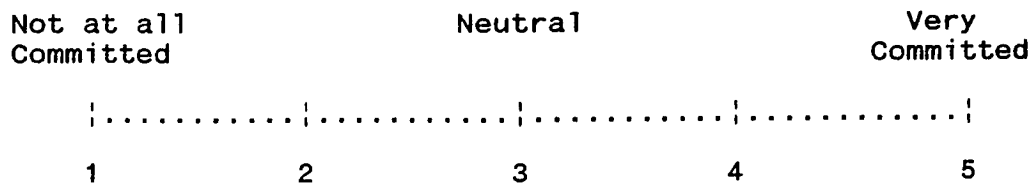
ACCORDING TO THE PARAGRAPH, HOW COMMITTED ARE YOU TO YOUR CAREER?



Round 1
FF4H

Your husband's career is very important to him and provides him with a great deal of personal fulfillment. He is highly committed to the continued advancement of his career and is continually seeking new challenges and opportunities.

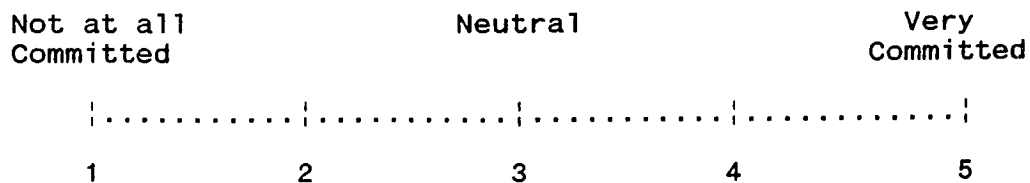
BASED ON THE INFORMATION IN THE PARAGRAPH, HOW COMMITTED IS YOUR HUSBAND TO HIS CAREER?



FF4L

Your husband believes it is important for him to have a career. At times he receives personal fulfillment from his work. Yet he continues to question his choice of career. He is continually looking at other career options.

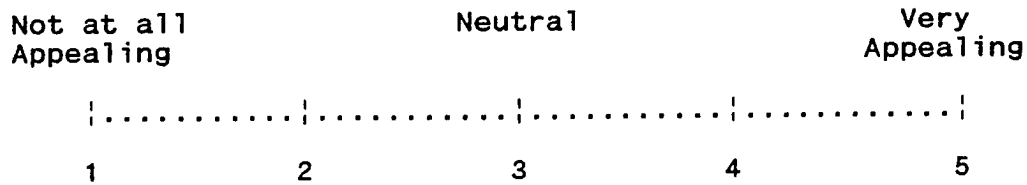
BASED ON THE INFORMATION IN THE PARAGRAPH, HOW COMMITTED IS YOUR HUSBAND TO HIS CAREER?



Round 1
FF5H

Your combined salaries and the cost of living in the new location will enable you and your family to raise your standard of living quite a bit.

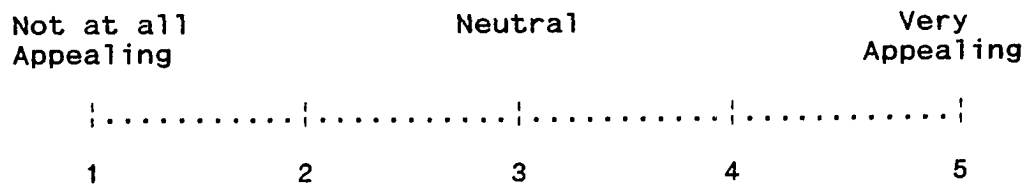
HOW APPEALING DOES THIS FINANCIAL SITUATION APPEAR TO BE?



FF5L

Given the cost of living in the new location your combined salaries will allow you to maintain just about the same standard of living you have now.

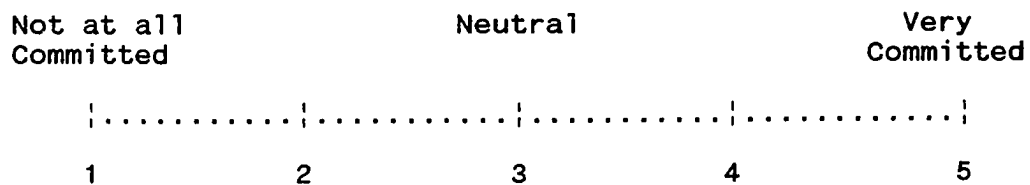
HOW APPEALING DOES THIS FINANCIAL SITUATION APPEAR TO BE?



Round 2
MF3H

You receive a great deal of personal fulfillment from your work. You are always seeking new challenges and opportunities which will lead to the advancement of your career.

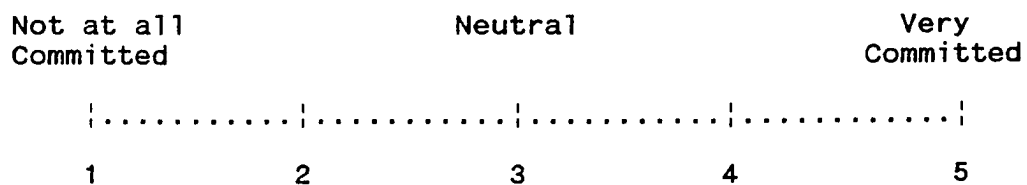
ACCORDING TO THE PARAGRAPH, HOW COMMITTED ARE YOU TO YOUR CAREER?



MF3L

Having a career is important to you. Sometimes you receive personal fulfillment from your work. At other times you question your choice of career. You are continually seeking information about opportunities in new career fields.

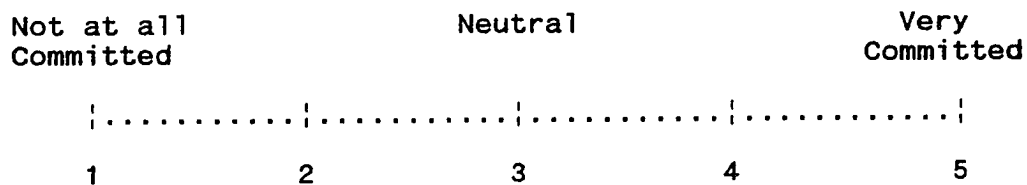
ACCORDING TO THE PARAGRAPH, HOW COMMITTED ARE YOU TO YOUR CAREER?



Round 2
MF4H

Your wife's career is very important to her and provides her with a great deal of personal fulfillment. She is highly committed to the continued advancement of her career and is continually seeking new challenges and opportunities.

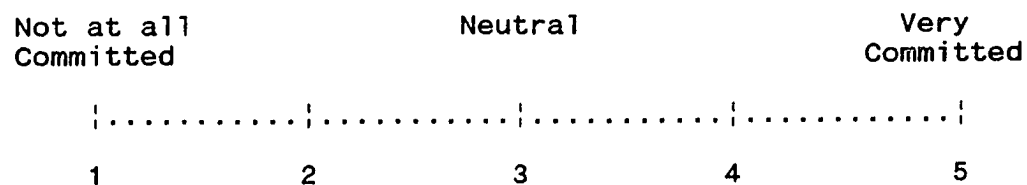
BASED ON THE INFORMATION IN THE PARAGRAPH, HOW COMMITTED IS YOUR WIFE TO HER CAREER?



MF4L

Your wife believes it is important for her to have a career. She receives personal fulfillment from her work. However, she is open to other career options.

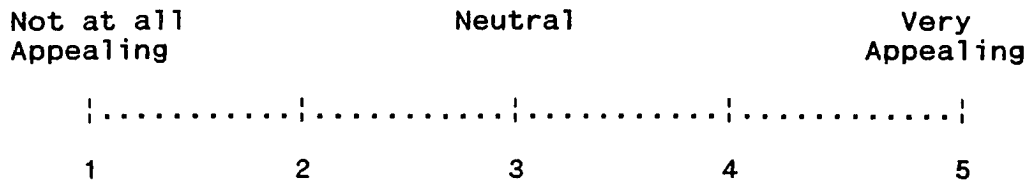
BASED ON THE INFORMATION IN THE PARAGRAPH, HOW COMMITTED IS YOUR WIFE TO HER CAREER?



Round 2
MF5H

In the new location, your combined salaries will enable you and your family to raise your standard of living substantially.

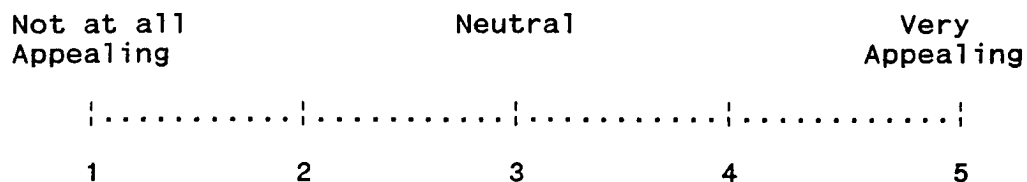
HOW APPEALING DOES THIS FINANCIAL SITUATION APPEAR TO BE?



MF5L

In the new location, your combined salaries will allow you and your family to raise your standard of living somewhat.

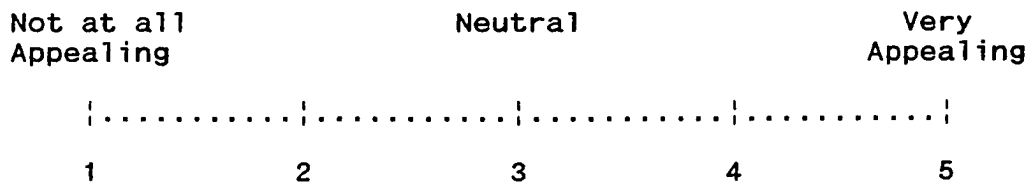
HOW APPEALING DOES THIS FINANCIAL SITUATION APPEAR TO BE?



Round 2
FF1H

The new job is a career advancement in the direction of goals you have been aiming at and planning for since the beginning of your career. You will have new challenges and opportunities for continued advancement. You have put in a lot of hard work and it is finally paying off.

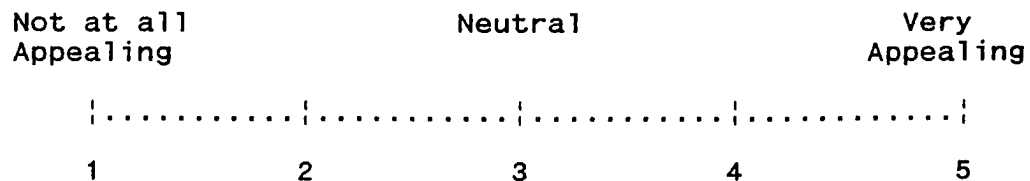
HOW APPEALING DOES THIS NEW JOB SEEM TO BE?



FF1L

The new job allows you to make a lateral move. No promotion is involved. You may have some new challenges that could move you in the direction you have been working towards. It is unknown if the change will lead to future career advancement opportunities.

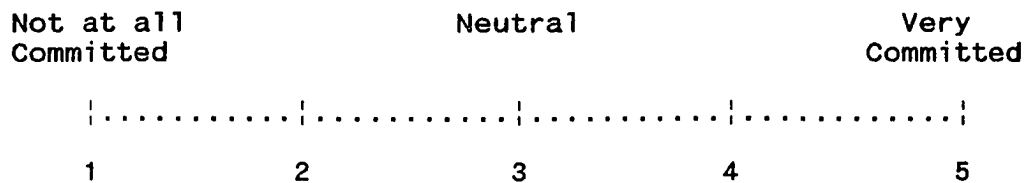
HOW APPEALING DOES THIS NEW JOB SEEM TO BE?



Round 2
FF4H

Your husband's career is very important to him and provides him with a great deal of personal fulfillment. He is highly committed to the continued advancement of his career and is continually seeking new challenges and opportunities.

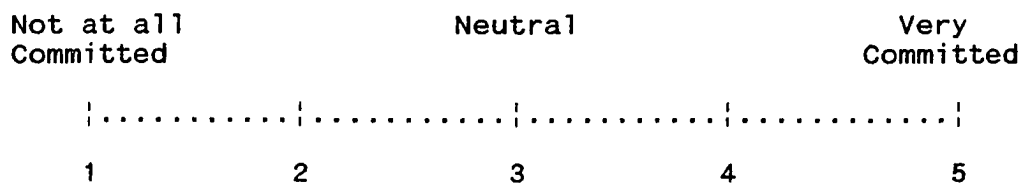
BASED ON THE INFORMATION IN THE PARAGRAPH, HOW COMMITTED IS YOUR HUSBAND TO HIS CAREER?



FF4L

Your husband believes it is important for him to have a career. He receives personal fulfillment from his work. However, he is open to other career options.

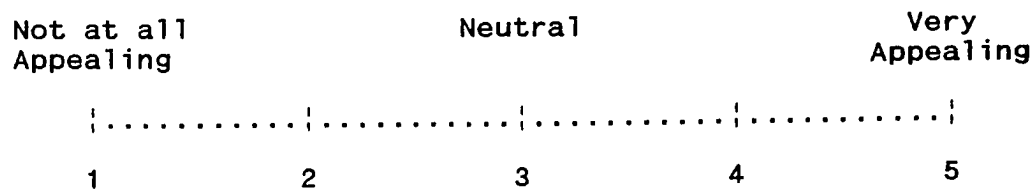
BASED ON THE INFORMATION IN THE PARAGRAPH, HOW COMMITTED IS YOUR HUSBAND TO HIS CAREER?



Round 3
MF1H

The new job is a career advancement in the direction of goals you have been aiming at and planning for since the beginning of your career. You will have new challenges and opportunities for continued advancement. You have put in a lot of hard work and it is finally paying off.

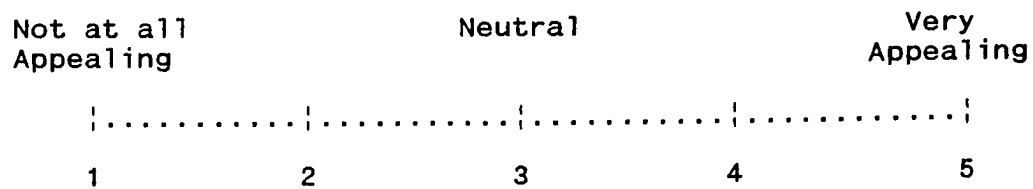
HOW APPEALING DOES THIS NEW JOB SEEM TO BE?



MF1L

The new job allows you to make a lateral move. No promotion is involved. You may have some new challenges that could move you in the direction you have been working towards. It is unknown if the change will lead to future career advancement opportunities.

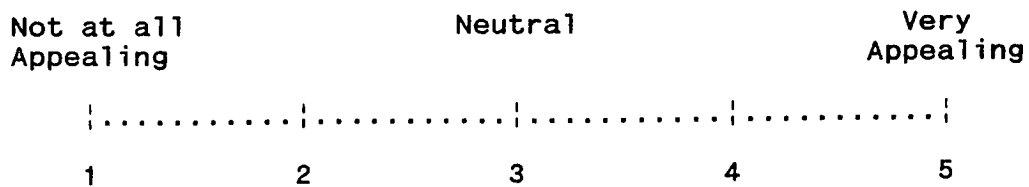
HOW APPEALING DOES THIS NEW JOB SEEM TO BE?



Round 3
FF1H

The new job is a career advancement in the direction of goals you have been aiming at and planning for since the beginning of your career. You will have new challenges and opportunities for continued advancement. You have put in a lot of hard work and it is finally paying off.

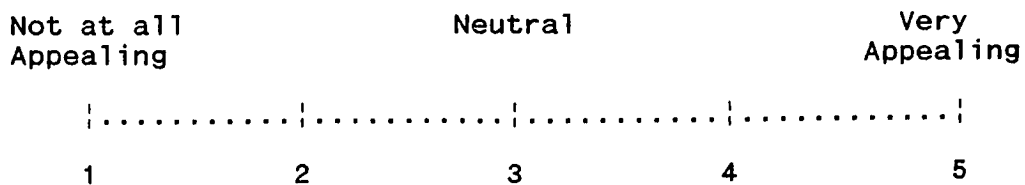
HOW APPEALING DOES THIS NEW JOB SEEM TO BE?



FF1L

The new job allows you to make a lateral move. No promotion is involved. You may have some new challenges that could move you in the direction you have been working towards. It is unknown if the change will lead to future career advancement opportunities.

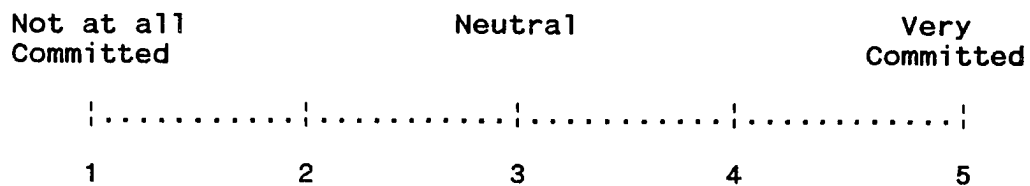
HOW APPEALING DOES THIS NEW JOB SEEM TO BE?



Round 3
FF3H

You receive a great deal of personal fulfillment from your work. You are always seeking new challenges and opportunities which will lead to the advancement of your career.

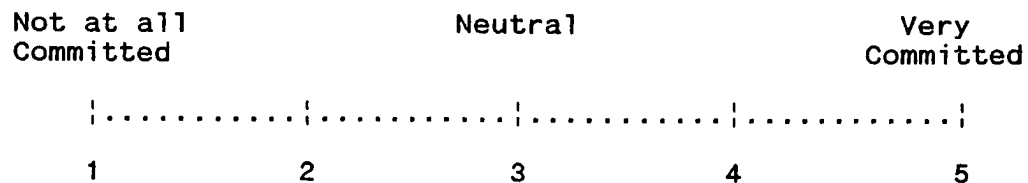
ACCORDING TO THE PARAGRAPH, HOW COMMITTED ARE YOU TO YOUR CAREER?



FF3L

Having a career is important to you. Sometimes you receive personal fulfillment from your work. You are continually seeking information about opportunities in new career fields.

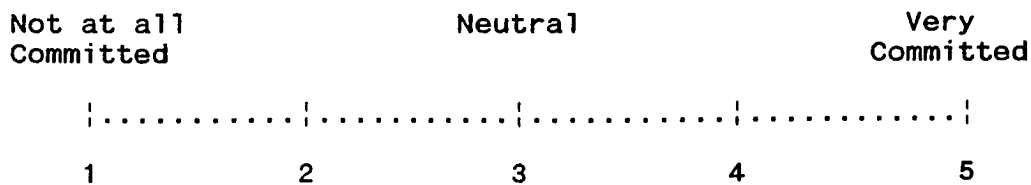
ACCORDING TO THE PARAGRAPH, HOW COMMITTED ARE YOU TO YOUR CAREER?



Round 3
FF4H

Your husband's career is very important to him and provides him with a great deal of personal fulfillment. He is highly committed to the continued advancement of his career and is continually seeking new challenges and opportunities.

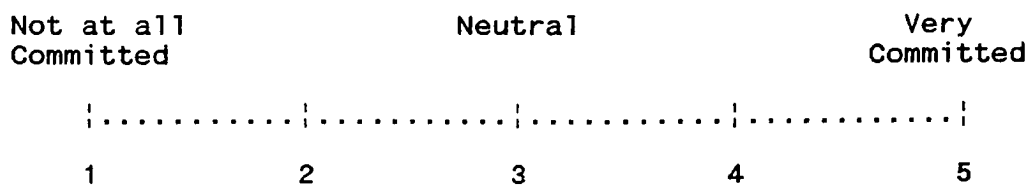
BASED ON THE INFORMATION IN THE PARAGRAPH, HOW COMMITTED IS YOUR HUSBAND TO HIS CAREER?



FF4L

Your husband believes it is important that he have a career. He receives personal fulfillment from his work. But, he is looking for other career options.

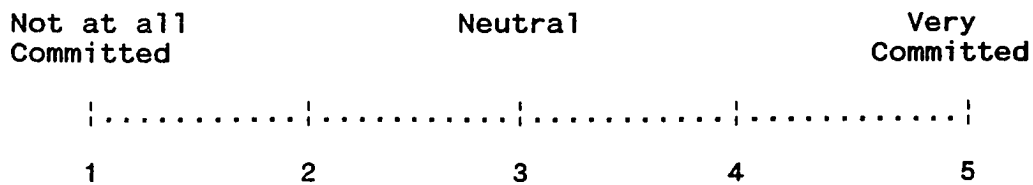
BASED ON THE INFORMATION IN THE PARAGRAPH, HOW COMMITTED IS YOUR HUSBAND TO HIS CAREER?



Round 4
MF3H

You receive a great deal of personal fulfillment from your work. You are always seeking new challenges and opportunities which will lead to the advancement of your career.

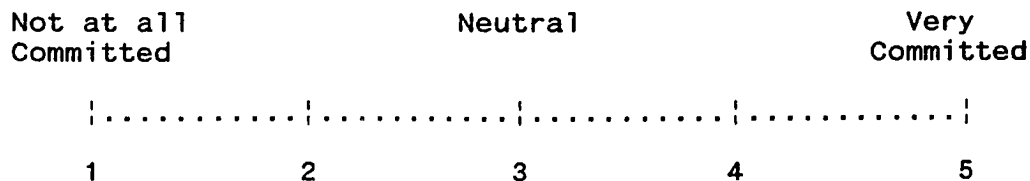
ACCORDING TO THE PARAGRAPH, HOW COMMITTED ARE YOU TO YOUR CAREER?



MF3L

Having a career is important to you. Although you receive personal fulfillment from your work most of the time, you are seeking information about opportunities in new career fields.

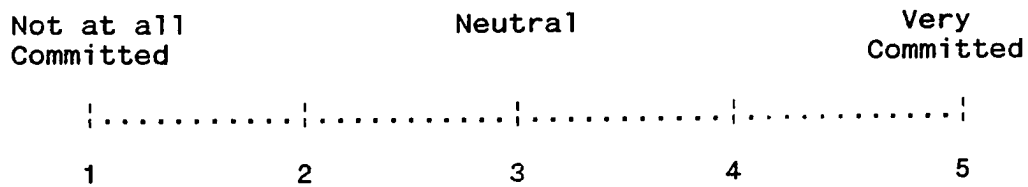
ACCORDING TO THE PARAGRAPH, HOW COMMITTED ARE YOU TO YOUR CAREER?



Round 4
MF4H

Your wife's career is very important to her and provides her with a great deal of personal fulfillment. She is highly committed to the continued advancement of her career and is continually seeking new challenges and opportunities.

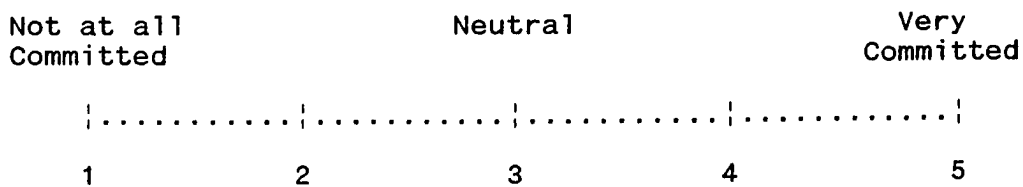
BASED ON THE INFORMATION IN THE PARAGRAPH, HOW COMMITTED IS YOUR WIFE TO HER CAREER?



MF4L

Your wife receives personal fulfillment from her work most of the time. Although she believes it is important that she have a career, she is thinking about changing fields.

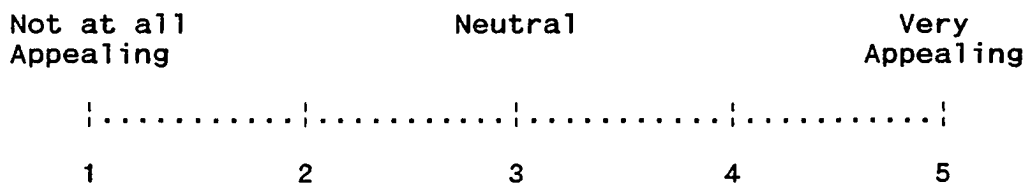
BASED ON THE INFORMATION IN THE PARAGRAPH, HOW COMMITTED IS YOUR WIFE TO HER CAREER?



Round 4
FF1H

The new job is a career advancement in the direction of goals you have been aiming at and planning for since the beginning of your career. You will have new challenges and opportunities for continued advancement. You have put in a lot of hard work and it is finally paying off.

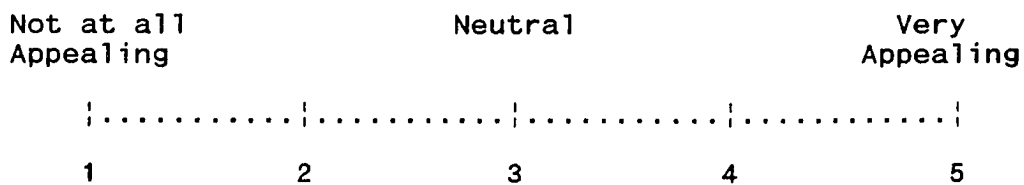
HOW APPEALING DOES THIS NEW JOB SEEM TO BE?



FF1L

The new job allows you to make a lateral move. No promotion is involved. You may have some new challenges that could move you in the direction you have been working towards. It is unknown if the change will lead to future career advancement opportunities.

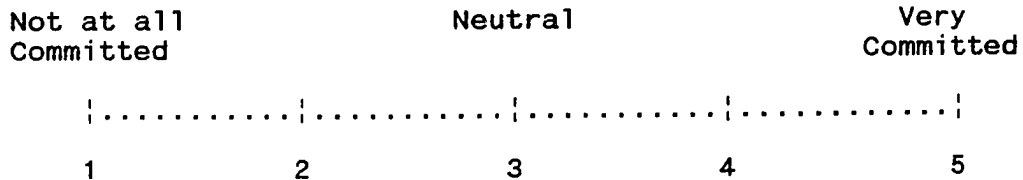
HOW APPEALING DOES THIS NEW JOB SEEM TO BE?



Round 4
FF4H

Your husband's career is very important to him and provides him with a great deal of personal fulfillment. He is highly committed to the continued advancement of his career and is continually seeking new challenges and opportunities.

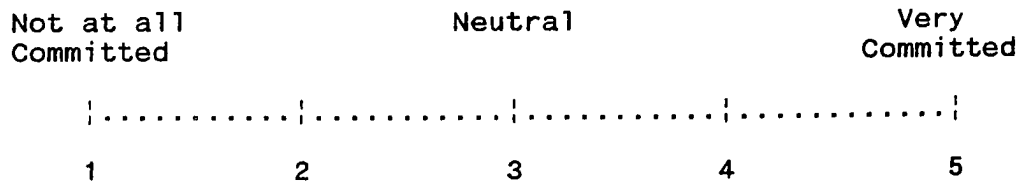
BASED ON THE INFORMATION IN THE PARAGRAPH, HOW COMMITTED IS YOUR HUSBAND TO HIS CAREER?



FF4L

Your husband receives personal fulfillment from his work most of the time. Although he believes it is important that he have a career, he is thinking about changing fields.

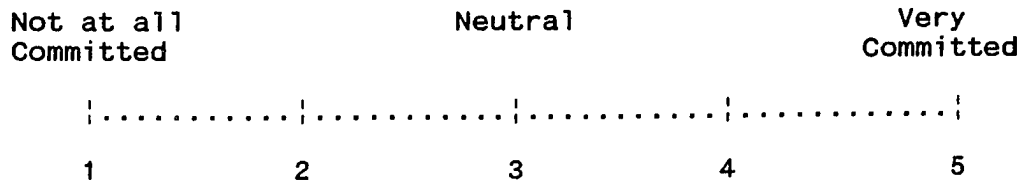
BASED ON THE INFORMATION IN THE PARAGRAPH, HOW COMMITTED IS YOUR HUSBAND TO HIS CAREER?



Round 5
MF3H

You receive a great deal of personal fulfillment from your work. You are always seeking new challenges and opportunities. The continued advancement of your career is a high priority goal in your life.

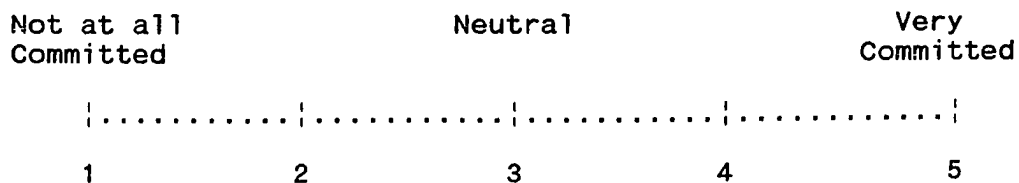
ACCORDING TO THE PARAGRAPH, HOW COMMITTED ARE YOU TO YOUR CAREER?



MF3L

Having a career is important to you. Although you receive personal fulfillment from your work most of the time, you are seeking information about opportunities in new career fields.

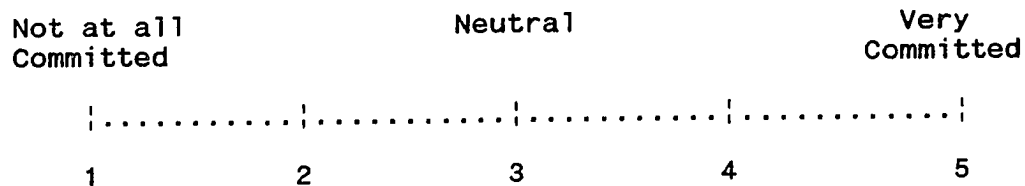
ACCORDING TO THE PARAGRAPH, HOW COMMITTED ARE YOU TO YOUR CAREER?



Round 5
MF4H

Your wife's career is very important to her and provides her with a great deal of personal fulfillment. She is highly committed to the continued advancement of her career and is continually seeking new challenges and opportunities.

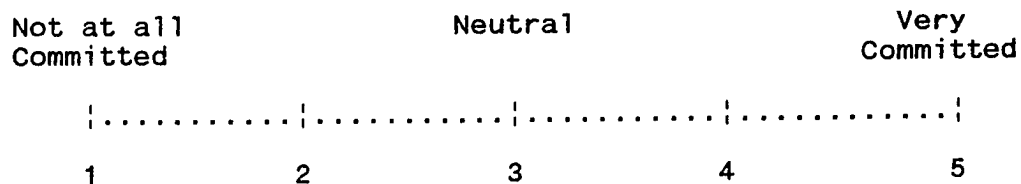
BASED ON THE INFORMATION IN THE PARAGRAPH, HOW COMMITTED IS YOUR WIFE TO HER CAREER?



MF4L

Your wife receives personal fulfillment from her work most of the time. Although she believes it is important that she have a career, she is thinking about changing fields.

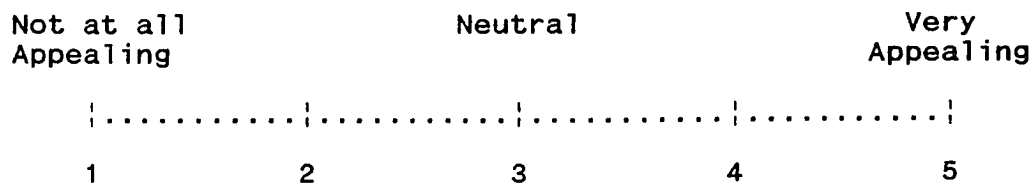
BASED ON THE INFORMATION IN THE PARAGRAPH, HOW COMMITTED IS YOUR WIFE TO HER CAREER?



Round 5
FF1H

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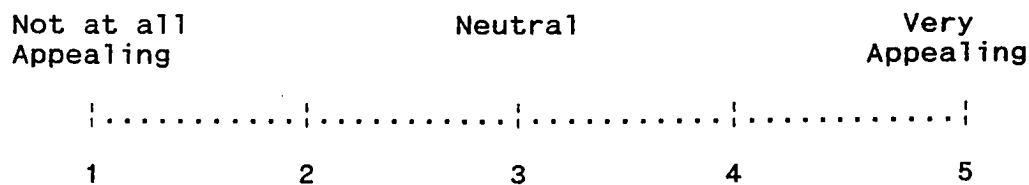
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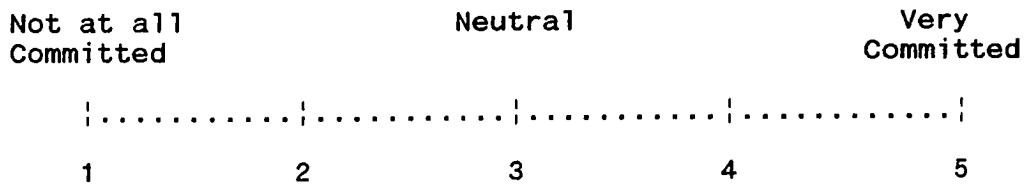
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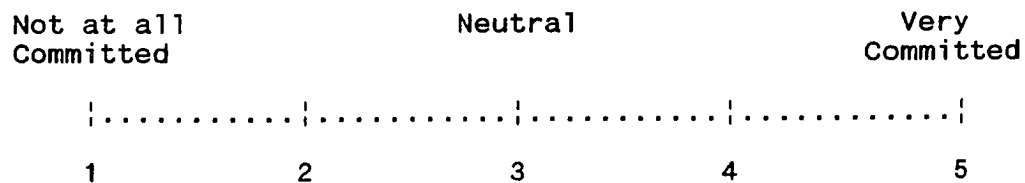
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ACCORDING TO THE PARAGRAPH, HOW COMMITTED ARE YOU TO YOUR CAREER?



Appendix B
Results of Scenario Development

Round 1. Participants were 17 (8 male, 9 female) undergraduates. Revisions were necessary on factor 1 (high and moderate), factor 2 (moderate), factor 4 (moderate), and factor 5 (high and moderate).

Round 2. Participants were 40 (14 male, 26 female) undergraduates. Revisions were necessary on factor 3 (moderate), factor 4 (moderate), and factor 5 (moderate).

Round 3. Participants were 30 (14 male, 16 female) undergraduates. Revisions were necessary on factor 3 (moderate) and factor 4 (moderate).

Round 4. Participants were 31 (14 male, 17 female) undergraduates. Revisions were necessary on factor 3 (moderate).

Round 5. Participants were 37 (12 male, 25 female) undergraduates. The mean for each statement fell within the acceptable range.

Appendix C
Complete Scenario Packet

Note: Material presented here was intended for female participants. Male participants received the same material except for the reference to one's "wife" rather than one's "husband".

RELOCATION DECISIONS IN DUAL-CAREER COUPLES

February 5, 1990

Dear

Thank you for agreeing to participate in this study. Your time and attention is greatly appreciated.

You will find I have enclosed the following items:

- A. 32 cases, each requiring a yes/no decision
- B. several questions pertaining to you and your spouse (remember, all responses are anonymous)
- C. a prepaid pre-addressed return envelope
- D. an index card on which you may indicate if you would like a summary of the results of this study

Each case begins with a description of a situation involving a new job offer. The same description appears in **CAPITALIZED BOLD PRINT** at the top of each page. However, the accompanying information is different in each case. Please read the information thoroughly before making your decision at the bottom of the page. Also, please make the decision by yourself; not in consultation with your spouse, or anyone else. Of course, if you want to compare notes after you complete and return the survey, feel free.

Once again, thank you for your participation. If you have any questions please call me.

Sincerely,

Lori Bartels
(804) 463-0762 home
(804) 683-4225 office

YOU HAVE BEEN OFFERED A NEW JOB IN A LOCATION ABOUT 500 MILES FROM WHERE YOU AND YOUR FAMILY LIVE AT PRESENT. YOU AND YOUR HUSBAND ARE HIGHLY COMMITTED TO KEEPING THE FAMILY INTACT, AND HAVE PREVIOUSLY AGREED THAT HAVING A COMMUTER MARRIAGE (LIVING APART DURING THE WEEK) IS NOT A VIABLE OPTION FOR YOUR FAMILY.

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In the new location, your combined salaries will enable you and your family to raise your standard of living substantially.

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Your husband has also been offered a job in the same geographical area. The new job represents a big step upward in his career and will probably lead to more future opportunities.

Having a career is important to you. Although you receive personal fulfillment from your work most of the time, you are seeking information about opportunities in new career fields.

Your husband receives personal fulfillment from his work most of the time. Although he believes it is important that he have a career, he is thinking about changing fields.

In the new location, your combined salaries will allow you and your family to maintain your current standard of living.

BASED ONLY ON THE INFORMATION PROVIDED HERE WOULD YOU CHOOSE TO RELOCATE?

YES _____

NO _____

120

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621

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422

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323

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724

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525

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YES _____

NO _____

Please answer the following questions. If the item is not applicable to you, or your spouse, please indicate by writing "NA." Thank you.

PERSONAL

- 1) Gender? M _____ F _____
- 2) Age? a) you _____
b) your spouse _____
- 3) Yearly income? a) you _____
b) your spouse _____

PROFESSIONAL

- 4) Job title?
a) you _____
b) your spouse _____
- 5) Number of years in current position?
a) you _____
b) your spouse _____
- 6) Number of years in career (excluding years in fulltime educational programs)?
a) you _____
b) your spouse _____
- 7) Highest degree earned by?
a) you _____
b) your spouse _____

- 8) Number of times you have relocated during present marriage? _____

(Please fill in the chart indicating the year and approximate distance of each relocation, and check whether the move was due to your career, your spouse's career, or check both if move was due to both of your careers.)

	<u>Year</u>	<u>Miles</u>	<u>Due to your career</u>	<u>Due to spouse's career</u>
a) most recent move	_____	_____	_____	_____
b) previous move	_____	_____	_____	_____
c) previous move	_____	_____	_____	_____
d) previous move	_____	_____	_____	_____

- 11) Do you expect to relocate due to your career or your spouse's career:

	<u>Your Career</u>		<u>Spouse's Career</u>	
	<u>yes</u>	<u>no</u>	<u>yes</u>	<u>no</u>
a) in the next year?	_____	_____	_____	_____
b) in the next 2-5 years?	_____	_____	_____	_____
c) in the next 6-10 years?	_____	_____	_____	_____

MARITAL

- 12) Number of years in present marriage? _____

- 13) Were you both involved in careers:

a) before your current marriage?	_____	yes	_____	no
b) are you now both involved in careers?	_____	yes	_____	no

14) Number of previous marriages?

a) you _____

b) your spouse _____

15) Total number of years in previous marriage(s)?

a) you _____

b) your spouse _____

16) Ages of children?

a) from current marriage _____

b) from your previous marriage(s) _____

c) from your spouse's previous marriage(s) _____

d) currently living in your home _____

IF YOU HAVE ANY ADDITIONAL INFORMATION OR COMMENTS YOU WOULD LIKE TO SHARE, PLEASE DO SO IN THE FOLLOWING SPACE.
THANK YOU!

(Postcard included in packet.)

YES, I WOULD LIKE A SUMMARY OF THE RESULTS.

Name:

Address:
