RELATIONSHIP FUNCTIONING AND JOB INVOLVEMENT

A STUDY OF DUAL CAREER COUPLES

by

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ABSTRACT

The relations between job involvement and five relationship variables (accommodation, willingness to sacrifice, family involvement, family responsibility, and intimacy) were investigated in a sample of 65 dual career couples The relationship correlates of accommodation and family responsibility were also examined In addition, sex differences in accommodation, willingness to sacrifice, family involvement, and family responsibility were also explored

No significant relations were found between job involvement and the five relationship variables Women's family responsibility was associated negatively with accommodation on the parts of both the women and their male partners In addition, the more family responsibility women reported taking, the lower the level of intimacy reported by both the women and their partners Significant positive relations were found between family involvement for men and women and family responsibility in men

There was a positive correlation between partners' accommodation scores Accommodation was also associated with self-reported intimacy for both women and men Among women only, accommodation was associated with their partners' self-reported intimacy and family involvement Among men only, accommodation was associated with willingness to sacrifice and family involvement Finally, sex differences were found for accommodation men reported more accommodating behaviour than women The division of household labour was consistent with traditional sex-roles Based on the results, it is suggested that accommodation may be a positive maintenance mechanism for dual career couples and that the traditional allocation of family responsibility may be associated with poorer relationship functioning among women in dual career couples

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Overview

The present study examined the relations between job involvement and five relationship variables (accommodation, willingness to sacrifice, family responsibility, family involvement, and intimacy) in a sample of dual career couples

Dual career couples, couples in which both partners are involved in a career and a family, are increasingly common (Sekaran, 1986, Stoltz-Loike, 1992) Understanding both the benefits and stressors involved in this combination of work and relationship responsibilities has become an important and interesting area for researchers and practitioners alike (Sperry, 1993) This section of the thesis presents an overview of the study, including a description of dual career couples, the rationale for the study, the variables investigated, and the research questions It is followed by a more detailed literature review

Defining Dual Career Couples

The appearance of the traditional nuclear family has changed rapidly over the past two decades The family in which both partners work outside the home is now the norm rather than a rarity (Wylie, 1988) These families have been termed dual earner families Statistics Canada reported that in 1994, 60% of Canadian families were dual earner families (1996) Dual career couples, first defined by Rhona and Robert Rapoport in 1969, are a subset of the dual earner classification The Rapoports found the partners in this subset of families to be inconsistent with traditional gender roles as the woman and the man both pursued a lifelong career (i e , jobs that are highly salient personally, have a

developmental sequence and require a high degree of commitment) and also established and developed a family life that often included children

Since 1969, when the term dual career couples was first used, researchers have used three different approaches to defining such couples One approach has been to define dual career couples by investigating samples of couples in which the partners work full-time in professional occupations that require high levels of education (e g , professors, psychologists, and lawyers Apostal & Helland, 1993, Ray, 1988) A second approach has been to distinguish dual career couples from dual earner couples on the basis of the former group's higher scores on a measure of job involvement (Duxbury & Higgins, 1994) A third approach has been to distinguish dual earner couples from dual career couples on the basis of the number of hours per week each partner worked, with the criteria for dual career being at least 20 hours per week (Burley, 1995, Greenhaus, Parasuraman, Granrose, Rabinowitz, & Beutell, 1989) Thus, more recent approaches to the definition of dual career couples have drifted from the Rapoports' original conceptualization by emphasizing only particular aspects of their definition the type of occupation, the commitment to work outside the home, or the amount of time devoted to work outside the home

The definition of dual career couples based on hours of work was adopted in the present study as a general and inclusive definition of dual career couples Such a definition is in keeping with the literature defining career "as a pattern of work-related experiences that spans the course of a person's life" (Greenhaus, et al , 1989, p 138) This notion of career moves away from the idea that a person must be involved in an upwardly

mobile job that requires high educational attainment to be considered a career (Greenhaus, et al., 1989, Sekaran, 1986)

Rationale for the Study

Because dual career couples are increasingly common, it has become important to develop an understanding of how they function and of what problems they face. This understanding has the potential to inform counselling and educational interventions for individuals, couples, and families. The extant research on dual career couples has focused mainly on how couples manage the numerous responsibilities associated with family life and employment, how household labour is divided between partners, couples' attitudes toward family life and employment, and how employment and the family affect one another (Burley, 1995, Gilbert, 1993; Gilbert & Rachlin, 1987, Steil & Weltman, 1991) Much less attention has been paid to the day to day relationship functioning of the dual career couple and ways in which they can be successful in their relationship

In the broader literature of couples' relationships, Baxter and her colleagues (Baxter & Dindia, 1990, Simon & Baxter, 1993) have stated, that in order for personal relationships to succeed, both partners must engage in routine ongoing relationship work. This work serves to maintain the quality of the established relationship. Dual career couples face a number of significant stressors (e g , division of household labour, role overload, and time constraints) However, to date, the ongoing relationship functioning of dual career couples has received little attention.

Some of the components that are relevant to the ongoing relationship functioning of dual career couples include maintenance mechanisms (e g , accommodation and

willingness to sacrifice Rusbult, Bissonnette, Arriaga, & Cox, in press), the division of household labour (Suitor, 1991, Vannoy-Hiller & Philliber, 1989), the degree of family involvement (Robinson & Blanton, 1993), and intimacy (Lauer, Lauer, & Kerr, 1990)

Relationship Variables Investigated in the Present Study

Maintenance Mechanisms Accommodation and Willingness to Sacrifice

In close relationships, partners may experience blissful, happy times as well as distressing and disappointing times However, the majority of their life spent together occurs during the middle ground between good times and bad times that is punctuated with occasional bouts of dissatisfaction (Gottman, 1994, Rusbult, et al , in press) How couples can maintain and negotiate these times is informative for researchers and therapists

One of the maintenance mechanisms that may be important in the 'middle ground' is accommodation "Accommodation refers to an individual's willingness, when the partner has enacted a potentially destructive behavior, to (a) inhibit impulses to react destructively in turn and (b) instead behave in a constructive manner" (Rusbult, et al , in press, p 1) Accommodation has been associated with relationship satisfaction, willingness to sacrifice, and relationship commitment in non-distressed couples (Rusbult, et al)

The concept of one partner's willingness to sacrifice for the good of the relationship was developed by Rusbult and her colleagues (in press) It refers to one partner being willing to give up an activity or behaviour in order to satisfy the other partner or enhance the relationship (Rusbult & Buunk, 1993) It is a concept that is

related to accommodation because it involves being able to overlook one partner's individual needs, at a particular time, in order to act in a pro-relationship manner

Gilbert and Rachlin (1987) contended that a central characteristic in the successful maintenance of a dual career family lifestyle was exhibiting coping styles that reflected redefinition, compromise, and commitment The literature on accommodation (which will be further explored in the literature review) has demonstrated that these elements are also necessary for accommodation to occur Accommodation may, therefore, be a maintenance mechanism of particular importance to dual career couples However, to date, accommodation and willingness to sacrifice have not been examined in dual career couples

Division of Household Labour

The allocation of household labour can be a source of stress and dissatisfaction in some marriages (Yogev & Brett, 1985b) Although women are participating more and more in the work force and contributing to the financial well-being of the family, their responsibility for carrying out the tasks of the household have not diminished correspondingly (Nakhaie, 1995) This unequal distribution of household labour has been linked to depression, marital distress, and low psychological well-being in men and women (Glass & Fujimoto, 1994, Suitor, 1991) However, whether there are relations between the division of household labour, accommodation, and intimacy in dual career couples is an area that has not been explored in the literature

Family Involvement

Family involvement has been described as the degree to which an individual psychologically identifies with their family roles and the degree to which an individual is committed to such roles (Yogev & Brett, 1985a). Commitment to the relationship is one of the predominant factors in an enduring marriage (Robinson & Blanton, 1993). One of the major differences between single and dual career couples is their involvement in work. However, the conclusions derived from research on the relationship between job involvement and family involvement have been inconsistent (Lambert, 1990). As noted above, commitment to one's relationship may be related to accommodative behaviour. Perhaps there are connections between job involvement, family involvement and accommodation, therefore understanding whether such relationships exist will further the research on work-family issues.

Intimacy

Intimacy has been found to be an important factor in enduring marriages and close relationships (Robinson & Blanton, 1993). In a study involving couples in which both partners were involved in a professional career, Thomas and her colleagues (Thomas, Albrecht, & White, 1984) found that satisfaction with intimacy in the marital relationship was an important factor in differentiating between low and high quality dual career marriages. Intimacy incorporates a measure of closeness and involvement in the relationship. Therefore, measuring one's feelings of intimacy may act as a good gauge of positive feelings about one's relationship. To date, the relationship between intimacy, job

and family involvement, the division of household labour, and accommodation in dual career couples has not been examined.

Research Questions

The research questions that were explored in this study included:

1) Is there a relationship between job involvement, and dual career couples' relationship functioning as assessed by accommodation, willingness to sacrifice, family responsibility, family involvement, and intimacy?
2) Is there a sex difference in accommodation, willingness to sacrifice, family involvement, and family responsibility in dual career couples?
3) What are the relationship correlates of family responsibility in dual career couples?
4) What are the relationship correlates of accommodation among dual career couples?

Review of the Literature

The following literature review consists of three sections (1) a discussion of the benefits and stressors associated with the dual career lifestyle, including an overview of the division of household labour, (2) a profile of ways of coping with dissatisfaction and conflict resolution issues in couples, including an exploration of accommodation theory as it may apply to dual career couples, and (3) a synopsis of job involvement and gender issues in dual career couples Following the literature review, an explanation and the hypotheses for the current study are presented

Benefits and Stressors Associated with the Dual Career Lifestyle

There are both costs and benefits to being in a dual career couple (Gilbert & Rachlin, 1987) Some researchers have postulated (Axelson, 1963, Nye & Hoffman, 1963) that the work load pressures of trying to balance the roles associated with work and home, can be stressful and disruptive for the family Nye and Hoffman (1963) contended that a family structure in which both partners work is not beneficial for the family and suggested that perhaps married life could not survive two people working and function successfully thus, one person should stay at home

The problem with these rationales is that it has been established that, for most people, valued work is important to their well-being and their self-concept (Betz, 1994) Glass and Fujimoto (1994) found that employment status had a significant negative main effect on depressive symptomatology among women Vannoy-Hiller and Philliber (1989) postulated that although couples with wives that have high occupational achievements are at greater risk for marital stress and dissolution, the wife's employment alone does not

have such effects. They found that the spouses' perceptions and attitudes about themselves and their partners were more meaningful explanations for stress or success in the relationships

Once thought to be the domain of men, the paid work-force is rapidly becoming a place for both sexes. Women have entered the paid work-force not merely because the cost of living has risen and thus two incomes have become increasingly important, but more importantly, because women find paid work just as important for their sense of self as it has been for their male counterparts (Baruch, Biener, & Barnett, 1987)

Hence, although there are stressors associated with being in a dual career couple, there are also many benefits, making this family option a psychologically redeeming choice (Rodin & Ickovics, 1990). Despite the stress and pressures associated with the dual career lifestyle, many couples contend that the rewards of being in such a couple outweigh the difficulties (Sekaran, 1986)

Benefits Associated with the Dual Career Lifestyle

In addition to increased earnings there are many other benefits for both partners in a dual career relationship. Ray (1988) found that there was a high correlation between marital satisfaction and career satisfaction for women. Voydanoff (1987) discovered that marital satisfaction was highest among employed wives who worked by choice and had higher levels of education. Moreover, she also found that husbands experienced the greatest marital satisfaction when they supported their wives' choice to work

Involvement in careers also provides opportunities for accomplishment and creativity. Careers act as avenues for self-actualization, which can lead to higher self-

esteem and feelings of self-worth In addition, the atmosphere within the relationship of dual career couples can be creative, challenging, and exciting (Sekaran, 1986) Partners in a dual career relationship have the opportunity to continually face new challenges, develop feelings of competency, and have a greater sense of purpose Moreover, there is evidence that children who grow up in dual career families are exposed to less sex-role stereotypical behaviour, and develop greater independence and competence in sharing responsibilities (Gilbert & Rachlin, 1987)

Researchers have found that as long as there is a perception of equity and support, the benefits of being in a dual career family can enhance the well being of the individual family members (Yogev, 1982) Being a member of a dual career couple also brings with it particular problems, none more difficult than the division of household labour (Biernat & Wortman, 1991)

Stressors Associated with the Dual Career Lifestyle

Stress around the division of household labour One of the areas that has attracted consistent attention from researchers has been the division of labour in the dual career household (Biernat & Wortman, 1991, Sekaran, 1986, Zhang & Farley, 1995) Clark and Stephenson (1986) define housework as all activities that are undertaken to maintain the household, both physically and socially, both inside and out Researchers (Nakhaie, 1995, Thompson & Walker, 1989) have found that although the income earning patterns in the family have become less traditional, the division of household labour has remained divided along traditional lines, with women remaining largely responsible for the household tasks

Pleck (1985) found that although women were involved for the same amount of time in paid work as their male partners, they were still putting in more time in completing household tasks. In a Canadian study, Nakhaie (1995) found that females were significantly more likely to do housework than males. The male respondents in her study reported performing about 37% of the housework tasks, and their female partners reported carrying out about 60%, regardless of the amount of hours they worked outside of the home. Zhang and Farley (1995) found that the same was true of American and Chinese women, wherein both groups of women reported doing 60% of the housework tasks, compared to their male counterparts who participated in 25% of the housework.

There is evidence that the unequal division of household labour among couples may have negative consequences for partners. Inequities in the division of household labour have been related to relationship dissatisfaction (Stohs, 1995), depression (Glass & Fujimoto, 1994), and lower experiences of psychological well-being in women (Lennon & Rosenfield, 1994). Suitor (1991) found that satisfaction with the division of household labour was more important in explaining marital happiness and conflict than age, educational attainment, or the wife's employment status. In addition, Vannoy-Hiller and Philliber (1989) found that a major contributing factor to the quality of marriage was how much work was done in the home by the husband. Ward (1993), in a survey of 1353 couples aged 55 and over, found that the wives reported greater participation in household tasks and greater inequity in the division of household labour. He also found that perceived fairness of household labour was related to wives' happiness.

Consequently, the division of household labour can be a source of stress in all couples, but it can be especially disruptive for dual career couples. However, it is only one of the stressors for this subset of families

Work-Family Stressors. With the shift from traditional single breadwinner families, to families in which the role of breadwinner is shared, it appears that basic functioning as well as the roles of the family members are changing. Sekaran (1986) points out five major dilemmas that dual career couples may face: (a) Role Overload Dilemma which results from several roles being taken on, (b) Identity Dilemma which results from internal self-identity conflicting with external expectations, (c) Role-Cycling Dilemma which occurs when one role (i.e., work or family related) needs to take precedence over another role, (d) Social Network Dilemma which occurs because the time for social networking is limited, and (e) Normative Dilemma which results from the discrepancies that exist between the life-styles that spouses prefer and the normative behaviours that society expects of them. Other stressors include the constant juggling of home and work life and the possibility of competition between spouses. All of the above issues may affect the functioning of dual career families and can cause stress, conflict, and dissatisfaction in the relationship

Dissatisfaction and Conflict Resolution in Dual Career Couples

The examination of conflict resolution among dual career couples is particularly important because the challenge of balancing work and home demands requires good conflict resolution skills (Spiker-Miller & Kees, 1995). Dual career couples need to be able to conceptualize the relationship as a whole and work towards the benefit of the

couple It is important that they recognize the independent nature of career achievement, as well as develop an understanding of the interaction between family and career needs (Stoltz-Loike, 1992) Partners in a dual career relationship are able to satisfy part of their independent needs by being involved in a career to which they are committed However, satisfying the interdependent needs between two people in a relationship may become quite a challenge (Alger, 1991)

Partners in a dual career couple may have demanding schedules, strong desires to succeed, and multiple role responsibilities (Thomas, Albrecht, & White, 1984) If they have children there are further complications and demands on their time Thus, in order to attain and maintain relationship satisfaction, these couples need good skills for dealing with conflict and negotiating compromises, and strong relationship maintenance strategies

However, as some dual career couples find it difficult to make the shift between a work environment that may foster competitiveness and independence, to a home life wherein the relationship should be nurturing and cooperative (Spiker-Miller & Kees, 1995), it is sometimes difficult to make the transition from thinking about oneself to thinking about the relationship as a whole

Stoltz-Loike (1992) points out that when each spouse is involved with career demands on a day to day basis, the primary role of being a significant other can become obscured or lost in the career focus Hence, she contends that "partners need good communication skills to make each other feel significant and appreciated even when a great deal of time is routinely given to career pursuits rather than to building the couple relationship" (p 107) It is vital for the success of couples in which both partners work for

them to find workable compromises and honest communication (Vannoy-Hiller & Philliber, 1989)

Accommodation (Rusbult, et al., 1991) is a process in which it is necessary to think of what is best for the relationship, wherein individuals might have to relinquish self-interested behaviour in the face of dissatisfaction. Thus, participating in accommodative behaviours may prove to be a valuable maintenance mechanism for dual career couples

Accommodation Theory

Carol Rusbult and her colleagues (Rusbult, et al., 1991, Yovetich & Rusbult, 1994) have examined dissatisfaction in close relationships and developed a typology of responses to problem solving and conflict in relationships. The typology is based on the writings of Hirschman (1970). He identified three reactions to dissatisfaction in formal organizations: (a) Exit, actively harming or terminating a relationship, (b) Voice, actively and constructively attempting to improve conditions, and (c) Loyalty, passively but optimistically waiting for conditions to improve. Upon further investigation, Rusbult, Zembrodt, and Gunn (1982) found that these reactions also characterized responses to dissatisfaction in close relationships and added a fourth reaction: (d) Neglect, passively allowing conditions to deteriorate

The four categories, termed the EVLN (for Exit, Voice, Loyalty, and Neglect) response categories, differ along two dimensions: constructiveness/destructiveness and activity/passivity (see Figure 1). Voice and Loyalty are constructive responses designed to maintain or rejuvenate the relationship whereas Exit and Neglect are destructive responses that are harmful to the relationship. Voice and Exit are active responses that

involve doing something about the problem whereas Loyalty and Neglect are passive responses

Upon further examination of these constructs, Rusbult and her colleagues (1982) found that when a partner behaves constructively (i.e., Voice or Loyalty), the other partner's reaction is only slightly related to the couple's functioning. However, when one individual acts in a destructive way, the couple's functioning is improved when the other partner rejects the inclination to react destructively and instead acts in a constructive manner. The inhibition of a destructive response to a destructive act from the partner and its replacement with a constructive act is termed accommodation.

For example, in a scenario in which a wife arrives home and is asked "How was your day?" by her husband, she may respond negatively with "None of your business!" In response to this remark if the husband then gives a positive response, such as "I can see that you had a difficult day, I will go and start dinner and you can relax" (an example of Voice), rather than "You certainly are miserable!" he would be demonstrating accommodation.

The beneficial effects of accommodation are consistent with the literature on negative reciprocity. Researchers have found that maritally distressed couples are more likely to continue negative behaviour once it has begun than happily married couples (Gottman, 1979). Thus, in healthy marriages there is less of a tendency to "fight fire with fire," spouses are more inclined to break the cycle of negative behaviour. One way in which to do this is to accommodate. Rather than react in a destructive manner to destructive behaviour, spouses are encouraged to react in a constructive manner to

destructive behaviour in hopes of ending the cycle of negativity Rusbult and her colleagues contend that much of married life occurs in the middle ground between good times and bad times, thus how couples negotiate the "middle" ground part of their relationship will have implications for the success on their relationship One maintenance mechanism that occurs in this middle ground is accommodation (Rusbult et al , in press)

Accommodation is, in part, based on the interdependence theory postulated by Kelly and Thibault (1978) Interdependence theory describes the interaction between two partners and how one partner's reaction influences that of the other partner In addition, it makes the distinction between the given and the effective matrix Rusbult contends that the given matrix corresponds with a partner's primitive feelings about joint outcomes that tend to be self-centred in nature However, these feelings may or may not be acted upon The feelings that turn into actual behaviour are termed the effective matrix In terms of accommodation, transformation from the given matrix to the effective matrix usually involves shifting from a self-centered perspective to one that incorporates the relationship as a whole (Yovetich & Rusbult, 1994)

It is this transformation that Rusbult sees as the beginning of accommodation As stated above, accommodation is the inhibition of a destructive behaviour and the enactment of a constructive response to the destructive behaviour of a partner Yovetich and Rusbult (1994) have demonstrated that this shift does not occur automatically, but rather occurs if the partner is able to consider the entire relationship and not just her or his own particular feelings at that particular moment In fact, they have shown that more destructive behaviour than constructive behaviour occurs during the given matrix than

during the effective matrix. Thus, when participants in their study were asked to describe their reactions to potentially harmful partner acts, they stated that the responses that they considered enacting (given matrix reactions) were more destructive than the responses that they actually enacted (effective matrix reactions).

In addition, there is evidence that response time plays a role in how couples respond to conflict. Yovetich and Rusbult (1994) found that the ability to behave in a reasonably constructive manner and to inhibit destructive impulses was greater given plentiful reaction time. Participants were less likely to respond constructively in accommodative dilemmas when forced to react quickly than when given ample time to come to a decision. Thus, it appears that if people are given time to think and decide what is good for the relationship they may then act constructively rather than destructively.

Rusbult and her colleagues have found that accommodation is associated with higher satisfaction, commitment, investment size, centrality of relationship, psychological femininity, and partner perspective taking (Rusbult, et al., 1991).

Accommodation and dual career couples. In dual career couples, career expectations are not necessarily subordinate to family expectations. There is a commitment not only to family life but also to career participation (Spiker-Miller & Kees, 1995). Thus, this lifestyle requires the co-ordination and balance of both work and family. It requires the smooth maintenance of the relationship in order to facilitate this balance. As noted earlier, the presence of strong conflict resolution and compromising skills are important for the maintenance of the relationship.

Accommodation theory describes one way in which couples can maintain relationship functioning, especially in the face of dissatisfaction (Yovetich & Rusbult, 1994) Dual career couples have to maintain a workable balance between work and family while contending with possible added stressors associated with their lifestyle Accommodation may be a maintenance mechanism that can help dual career couples sustain healthy relationships because it promotes interactions between partners in which they both can act in pro-relationship as opposed to self-serving ways

Rusbult and her colleagues (in press) contended that partners may feel betrayed in situations where one or both partners ignore the other's welfare in the pursuit of self interest By resolving this conflict through accommodation rather than retaliation, the accommodating partner may re-direct this interaction to avoid possible destructiveness, display pro-relationship orientation, and perhaps motivate the partner to reciprocate this pro-relationship behaviour in future interactions These skills can be helpful to dual career couples as both partners develop positive maintenance strategies to sustain the quality of their relationship Whether dual career couples accommodate and whether this pertains to their relationship satisfaction is an interesting and worthwhile avenue to address Not only would this information contribute to the general knowledge of close relationships, it would also have implications for therapy with distressed dual career couples

Accommodation, job involvement, and family involvement High job involvement can limit family interaction and have a large effect on family choices Rusbult and her colleagues (1991) have established that commitment to the relationship is a predominant factor in high marital functioning In addition, commitment is also related to the

willingness of partners to accommodate. However, in dual career couples the commitment to the relationship may be affected by partners' commitment to their careers (Sekaran, 1986).

Job involvement has been defined as the psychological response to one's current work role or job. This includes the degree to which the person is identified psychologically with the job and the importance of the job to the person's self-image and self-concept (Lodahl & Kejner, 1965, Yogev & Brett, 1985a). Family involvement has been described as the degree to which an individual psychologically identifies with the family roles and the individual's commitment to them. Moreover, it includes the degree to which the importance of the family roles effects the individual's self-image and self-concept (Yogev & Brett).

The findings regarding the relationship between job involvement and family involvement have been inconsistent. Results have ranged from showing no relation between the two spheres (Kanungo & Misra, 1988, Yogev & Brett, 1985a), to negative relations (Karambayya & Reilly, 1992), to positive correlations (Tenbrunsel, Brett, Maoz, Stroh, & Reilly, 1995). In addition, the association between job involvement and marital satisfaction have also been investigated with differing results. Ladewig and McGee (1986) found that high occupational commitment in wives was negatively correlated with marital satisfaction. However, Locksley (1980) did not find a relationship between work involvement and marital adjustment for women. Barling (1984) conducted a study in which men's job involvement was measured and tested for its effects on marital

satisfaction for their wives She found that job involvement and marital satisfaction were unrelated

Given the inconsistent findings concerning the relations among job involvement, family involvement, and satisfaction, there appears to be cause for further exploration of these issues What the relationship might be between job involvement and the routine maintenance and the pro-relationship behaviour of the relationship may be a worthwhile area to explore

Accommodation and gender In 1991, Rusbult and her colleagues found that sex differences in accommodation occurred when actual accommodative behaviour was measured Women were found to accommodate more than men, although sex differences were not found when participants desire to accommodate was measured on its own The authors, however, contended that the sample sizes were too small to accurately address sex differences In an earlier study, Rusbult, Zembrodt, and Iwaniszek (1986) found that highly feminine persons appear to be especially prone to react to problems in their relationships with Voice or Loyalty They also found that masculinity was associated with destructive responses (i e , Neglect and Exit) in the face of dissatisfaction in the relationship

Hence, although the sex and gender-role differences have been inconsistent in the accommodation literature, there is a possibility that, given the discrepancy between men and women's participation in home management and relationship functioning (i e , women taking more responsibility) and given the tendency for feminine persons to react to

dissatisfaction in their relationships with constructive behaviours, women in dual career couples will report using more accommodative behaviour than their male partners

Job Involvement and Gender in Dual Career Couples

Women in dual career couples compromise more personal time and community participation than their male partners Uneven acts of compromise can potentially lead to misunderstanding, conflict, and stress in relationships (Apostal & Helland, 1993) In addition, Silberstein (1992) has indicated that women are more likely to compromise their career ambitions to accommodate their husbands' careers and family demands Women also tend to be more involved in child care (Barnett, Marshall, Raudenbush, & Brennan, 1993) and household responsibilities and management (Biernat & Wortman, 1991) Moreover, Karambayya and Reilly (1992), found that wives in their study did more restructuring of work activities to accommodate family involvement than their male counterparts Consequently, it appears that women tend to compromise and contribute more than their male partners to the functioning of the relationship, thus exhibiting more pro-relationship behaviour than their male partners

Silberstein (1992) contended that marriages in which both partners were highly committed to their career could also be problematic because neither spouse had enough energy left to give to the relationship However, Ladewig and McGee (1986) found that although men's own level of occupational commitment had no significant relation to marital adjustment, their wives' occupational commitment did have a significant negative relation to marital adjustment In fact, they found that men and women both perceived

that higher levels of occupational commitment by wives adversely affected marital adjustment, but not for husbands.

Greenhaus and his colleagues (1989) found that when the woman of dual career couples was highly career committed, both the woman and her husband experienced greater work-family conflict, however, when the husband was highly career committed neither partner experienced greater work-family stress. A possible explanation for these results may be that, as previously mentioned, women in dual career couples were more likely to engage in pro-relationship behaviours than their male partners. Consequently, if the women were highly involved in their career they may have been less involved in pro-relationship behaviour, which in turn may have lead to less pro-relationship behaviour being conducted in the relationship, leading to more stress and relationship dissatisfaction (Silberstein, 1992). Thus, if both spouses are highly committed to their careers it appears that it may only be problematic because the wife has high career involvement. This may be due to the fact that, as mentioned above, women are more likely to manage the household and take on the added responsibilities associated with the home, such as a child care. If the women are also highly committed to their careers this may be problematic to the marital adjustment and satisfaction.

The Present Study

As mentioned above, researchers and theorists have postulated that considering one's relationship as a whole is vital to relationship success, especially in times of dissatisfaction (Gottman, 1994, Rusbult, et al , 1991, Stoltz-Loike, 1992) The literature on dual career couples has illustrated that there may be a high potential for conflict and dissatisfaction in these relationships because of the inherent challenges in this lifestyle (Sekaran, 1986, Silberstein, 1992) Moreover, because of the individual nature of career involvement, dual career couples may find it particularly challenging to move from thinking of oneself to thinking of one's relationship (Alger, 1991, Spiker-Miller & Kees, 1995)

As noted earlier, Gilbert and Rachlin (1987) contended that one of the most important characteristics involved in the successful maintenance of a dual career couple was exhibiting coping styles that reflected redefinition, compromise, and commitment The research on accommodation theory has demonstrated that a transformation from thinking of self to pro-relationship thinking (redefinition) (Yovetich & Rusbult, 1994), a willingness to sacrifice (compromise), and a high level of commitment are all necessary for accommodation to occur (Rusbult, et al , 1991), therefore, it seems worthwhile to examine the accommodation processes in dual career couples

This study was designed to examine the associations among job involvement and accommodation, willingness to sacrifice, intimacy, family involvement, and family responsibility in dual career couples

One of the factors that distinguishes dual career couples from other couples is their job involvement Some researchers have found an inverse relationship between work and family involvement (Frone & Rice, 1987, Karambayya & Reilly, 1992) Thus, the first hypothesis was that there would be a negative relation between job involvement and accommodation, willingness to sacrifice, family responsibility, family involvement, and intimacy

As stated above, there is also evidence that women have stronger tendencies towards pro-relationship behaviours and attitudes than men (Apostal & Helland, 1993, Biernat & Wortman, 1991, Karambayya & Reilly, 1992) Therefore, the second hypothesis was that women would have higher scores on family involvement, accommodation, willingness to sacrifice, and family responsibility than their male partners

According to Vannoy-Hiller and Philliber (1989) intimacy has not always existed in marriages at the level it does today They state that a trend has developed in the last 20 years towards more intimacy and personal self-disclosure in marital partnerships The concept of intimacy represents another indicator of couples' adjustment that may move beyond mere satisfaction to abilities to share inner thoughts and feelings As noted above, inequities in the division of household labour have a detrimental effect on the happiness of a couple, especially for women as they continue to be the partner responsible for the household (Barnett, Marshall, Raudenbush, & Brennan, 1993, Biernat & Wortman, 1991) Thus the third hypothesis was that, consistent with previous literature, there would be a negative relation between family responsibility and reports of intimacy and accommodation among women, but not among men

Accommodation appears to be an important maintenance strategy in couples because it has been shown to be associated with high satisfaction and commitment. Moreover, Rusbult and her colleagues (Rusbult, Johnson, & Morrow, 1986) have found that accommodation occurs more readily in nondistressed couples than in distressed couples. Thus, it seems logical that this phenomenon may be an important asset to dual career couples in helping with the maintenance of their relationship, but first a preliminary investigation into whether this may be already occurring and whether it is linked to intimacy in relationships was explored. Accommodation behaviour had not been previously discussed in dual career couples, thus the relations between accommodation and willingness to sacrifice, intimacy, family involvement and family responsibility were examined.

Method

Procedure

Participants were recruited through advertisements in community newspapers. The initial screening of the participants occurred as they responded to the advertisements. At this time they were asked: (a) If they were currently living with a partner, (b) Whether their partner was willing to participate, (c) Whether they had been living together for more than 1 year, (d) Whether they both worked outside of the home, and (e) Whether they both worked 20 or more hours a week? If the answers to all of the above questions were "yes" the respondent was mailed a questionnaire package.

The participants were asked to complete the questionnaire package and then return it in the self-addressed pre-paid postage envelope provided. In addition, the participants

were informed that they would be entered in a draw for a $100 prize once the completed questionnaire packages were received. If the researchers had not heard back from the participants 2 weeks after the package was mailed, the participants were called again to ensure that they had received the package and would be returning it upon completion.

Of the 141 packages that were mailed to qualified couples, 71 packages were returned, indicating a 50% return rate. In five cases at least one partner indicated on the questionnaires that they were not working at least 20 hours per week, thus their data were not utilized in this study. In addition, one of the returned packages appeared to be completed inappropriately, resulting in the exclusion of these data from the study and 65 couples in the final analyses.

Participants

The sample consisted of 65 heterosexual dual career couples. Couples in this study were considered dual career if they had been living together or married for at least 1 year and if both partners were currently involved in paid employment outside the home for at least 20 hours per week. Participants were asked on the background questionnaire whether a career was important to them. Eighty eight percent of the men and 89% of the women in the sample answered "agree" or "strongly agree" to this statement.

The ethnicity of the participants is reported in Table 1. The age for the female participants ranged from 21 to 54 years with an average age of 35 years (SD = 8.5). The age for men ranged from 24 to 69 years with an average age of 39 years (SD = 10.3). The range of annual household incomes was from $22,500 to $250,000 with a median income of $76,250. The average number of hours worked per week by the women in this sample

was 36 (SD = 11 8) with a range from 20 to 70 hours For the men, the average number of hours worked per week was 42 (SD = 9 7) with a range from 20 to 70 hours

On average, the couples in this study had been living together or married for 10 years (SD = 8 6, range from 1 to 37 years) The majority of the participants (62%) were involved in a first marriage, 19% of the participants were involved in a common-law relationship, 18% were involved in a second marriage, and 1% was involved in a third marriage Fifty-four percent of the couples had at least one child (range = 1 to 5)

A broad range of educational backgrounds were represented in this sample Twenty-three percent of the male participants had no more than a high school diploma, 23% had a college or technical school diploma, 34% had a Bachelors degree, and 20% had a Masters or Doctorate degree For the women in the sample, 22% had no more than a high school diploma, 21% had a college or technical school diploma, 42% had a Bachelors degree, and 15% had a Masters or Doctorate degree

Measures

Demographic Questionnaire This questionnaire included questions regarding employment status, gender, age, education attainment, cultural background, family makeup (i e , number of children), commitment to career, and length of relationship

Miller Social Intimacy Scale (MSIS, Miller & Lefcourt, 1982) The MSIS is a 17 item scale that measures the maximum level of intimacy that is currently experienced (e g , How satisfying is your relationship with him/her?) Participants responded to the 17 questions on a Likert scale ranging from 1 (Very rarely or Not much) to 10 (Almost always or A great deal) This scale has good internal consistency, with alpha coefficients

ranging from 86 to 91 (Miller & Lefcourt) In addition, the test-retest reliability ranged from 84 to 96 The MSIS has been shown to have good convergent validity Miller and Lefcourt found that participants who scored high on the MSIS also scored high on a measure of interpersonal trust and intimacy Participants who scored low on the MSIS also scored low on a measure of loneliness Moreover, Miller and Lefcourt found that the MSIS scores were significantly greater for a married sample than for a distressed married clinic sample, demonstrating good construct validity In the present study the internal consistency for this measure was excellent (alpha = 94 for women and 92 for men)

Accommodation Scale (Rusbult et al , 1991) This scale consists of two 16 item subscales, one for rating the self and one for rating the partner Only the self-ratings were used in the present study Each item asks whether the participant reacts in a given way (i e , exit, voice, loyalty, or neglect) when a partner behaves in a potentially destructive manner (e g , When my partner is upset and says something mean, I try to patch things up and solve the problem) Participants respond to the items on a nine point scale (0 = never do this, 8 = constantly do this) Rusbult and her colleagues reported alpha coefficients for the scales ranging from 73 to 88 The internal consistency for this scale in the present study was adequate, with an alpha coefficient of 65 for women and 75 for men

Family Responsibility Index (FRI, Alley, 1984) This index consists of 54 items relating to the division of household labour and responsibilities in the home The items are distributed among 10 separate areas of typical responsibilities for families (i e , yardwork, laundry, house upkeep, kitchen clean-up, family business, housecleaning, car care, heavy housecleaning, family care, and preparing meals) Participants rate the extent of their

responsibility for each task during a typical working week on a 5-point scale (i e , 0 = not at all responsible to 4 = totally responsible) Participants also had the option of answering 'not applicable' to any of the family tasks or responsibilities that were listed on the scale When conducting analyses for the present study the separate areas of tasks and responsibilities were grouped into six sub-scales (a) Home maintenance, which included yard work and house maintenance, (b) Housecleaning, which included laundry, cleaning and heavy housecleaning, (c) Kitchen work, which included kitchen clean-up and preparing the meals, (d) Family business, (e) Family care and, (f) Car care

This index has good face validity and when compared to information gathered during an interview, the mean correlations for men and women were 88 and 86, respectively (Alley, 1984) Alley reported that the FRI elicited a moderately high level of agreement between spouses on their responsibilities for specific family oriented behaviours

Family Involvement Scale (Yogev & Brett, 1985a) This is an 11-item instrument which measures the respondent's degree of involvement in the roles of parent and spouse Items are scored on a five-point scale (strongly agree to strongly disagree) Items on this scale include "A great satisfaction in my life comes from my role as a spouse, I would be less fulfilled as a person without my role as a parent" Participants had the option of answering 'not applicable' for the questions that pertained to being a parent In a study involving 245 couples, Yogev and Brett reported that the coefficient alpha for this scale was 80 In the present study the internal consistency reliability alpha for this scale was 75 for both men and women

Job Involvement Questionnaire (Kanungo, 1982) This is a 10 item scale measuring commitment to or sense of involvement in a job Participants respond to the items (e g., The most important things that happen to me involve my present job) on a 6-point scale ranging from strongly disagree (1) to strongly agree (6) This scale has good reliability and validity Kanungo reported reliability coefficients ranging from 85 to 87 In addition, he reported a test-retest coefficient of 85

The convergent and discriminant validity for this scale were tested by comparing the median values of the diagonal correlations Kanungo (1982) found that all of the correlations were significant at a 01 level suggesting the convergent validity of the scale In addition, the discriminant validity was measured by testing the agreement between different traits measured in the same way, indicating that common trait variance is greater than common method variance This criterion was satisfied in 67% of the cases used to test the Job Involvement Questionnaire, indicating good discriminant validity In the present study the internal consistency was very good (alpha = 89 for men and 93 for women)

Willingness to Sacrifice Scale (Rusbult, et al., in press) This scale consists of two parts in which the participant rates their own willingness to sacrifice and then rates their partner's willingness to sacrifice The present study only utilized the participants' self reports of their willingness to sacrifice Participants first listed four important activities in their life, starting with the most important to the fourth most important The participants then responded with their willingness to give up each important activity on an 9-point scale (0 = definitely would not give up this activity, 8 = definitely would give up this

activity) Rusbult and her colleagues reported an alpha coefficient of .84 In the present study, the alpha coefficients were .66 for women and .77 for men.

Data Analysis

Descriptive statistics (i.e., means and standard deviations, see Table 2) were used to describe the distributions of scores for the sample. Pearson product moment correlations were utilized to test the relations between job involvement and accommodation, willingness to sacrifice, family responsibility, family involvement and intimacy. A repeated measures MANOVA was used to determine sex differences in family involvement, accommodation, willingness to sacrifice, and family responsibility. The sex variable was used as a within subject factor. Each couple was analyzed as a unit because of their interdependent nature on the dependent variables. Repeated measures MANOVA was selected because of the interdependent nature of the dependent variables and the power that this analysis provides. Moreover, using this procedure helps to control Type I error rates.

In order to ensure that the necessary assumptions for using multivariate statistics were met, preliminary frequency and descriptive analyses for the data were conducted. These included screening the data for outliers using Malhalanobis distance and box plots, examining normality using normal probability plots, skewness, and kurtosis, testing for homoscedasticity using Box's M tests, and examining linearity using an analysis of residuals and partial regression plots. After conducting these analyses it was determined that the data did not seriously violate the assumptions underlying multivariate analysis.

Results

Correlates of Job Involvement

Pearson product moment correlations were used to test the first hypothesis that there would be a negative relation between job involvement and accommodation, willingness to sacrifice, family responsibility, family involvement, and intimacy There were no significant correlations found between job involvement and accommodation, willingness to sacrifice, family responsibility, family involvement, or intimacy. (see Table 3) for either gender Thus, the first hypothesis was not supported

Sex Differences

A repeated measures MANOVA was used to test the hypothesis that women would have higher scores on family involvement, accommodation, willingness to sacrifice, and family responsibility than their male partners

An omnibus F-test was conducted to determine if there were any significant sex differences on the above measures If the omnibus test was significant, univariate tests were computed to determine which variables were significantly different across gender In addition, the Bonferroni inequality measure was used if univariate tests were performed, to insure that the alpha levels were adjusted

During data collection it was discovered that 5 participants did not complete their questionnaire packages Consequently, their data were not utilized in the repeated measures MANOVA, leaving 60 couples in the analysis

Accommodation, willingness to sacrifice, and family involvement The Wilks omnibus test for the sex variable indicated a main effect for sex (F (1, 59) = 3 83, p < 05)

Univariate tests were performed, with adjusted alpha levels, revealing a main effect for the accommodation measure (F (1, 59) = 9 07, p < 005) Men (M= 5 6) had higher scores on the accommodation scale than women (M= 3 6, see Table 2) This result, however, was the opposite of what was predicted No other sex differences for these variables were evident

Family responsibility There were six subscales of tasks and responsibilities Home maintenance, Housecleaning, Kitchen work, Family business, Family care, and Car care The Wilks omnibus F-test for the sex variable indicated a main effect for sex (F (1, 59) = 14 23, p < 001) Univariate tests revealed significant sex differences for five out of the six categories (see Table 4 and 5) Men participated more in home maintenance work (F(1, 64) = 16 93, p < 001), and car care (F(1, 64) = 37 70, p < 001) than did their female partners Women took more responsibility than their partners for housecleaning (F(1, 64) = 19 33, p < 001), kitchen work (F(1, 64) = 18 37, p < 001), and family care (F(1, 64) = 31 07, p < 001) There was no significant sex difference for the family business subscale Thus, the second hypothesis was partially supported

Correlates of Family Responsibility

Correlations were used to test the third hypothesis, that there would be a negative relation between family responsibility and reports of intimacy and accommodation among women, but not among men

Women For women, family responsibility was negatively correlated with their own reports of intimacy and accommodation It was also negatively related to their partners' reports of intimacy and accommodation (see Table 3)

Men. For men, there were no significant relations between family responsibility and intimacy and accommodation. There were however, positive relations between family responsibility and their own family involvement and that of their partners'. Thus the third hypothesis was supported (see Table 3).

Correlates of Accommodation

Pearson product moment correlations were used to examine the relations between accommodation and willingness to sacrifice, intimacy, family involvement and family responsibility. There was a positive correlation between partners' accommodation scores (see Table 3).

Women. Among women, accommodation was associated with both their own level of intimacy and their partners' level of intimacy. The more women accommodated, the less they were involved in family responsibilities. For women, accommodation was also associated with their partners' family involvement (see Table 3).

Men. Among men, accommodation was associated with their own level of intimacy, willingness to sacrifice, and family involvement. Finally, accommodation was correlated negatively with their partners' family responsibility (see Table 3).

Discussion

The following section will include an interpretation and discussion of the results, followed by a synopsis of the limitations in the study and recommendations for future research.

Relationship Correlates of Job Involvement

There were no significant relations found between job involvement and accommodation, willingness to sacrifice, family responsibility, family involvement and, intimacy Although this is counter to the first hypothesis, it is not entirely surprising Accommodation, willingness to sacrifice, and intimacy are variables that are associated with commitment to and involvement in one's relationship, thus they are pro-relationship behaviours The lack of a relationship between these variables and job involvement adds support to the notion that one's job involvement is not necessarily detrimental to one's relationship (Frone & Rice, 1987)

The literature on job involvement and family involvement has been inconsistent Karambayya and Reilly (1992) found that work involvement and family involvement were correlated negatively for both husbands and wives In addition, Tenbrunsel and her colleagues (1995) found that for men the relationship between work involvement and family involvement was reciprocal (i e , work involvement positively impacted family involvement and family involvement negatively impacted work involvement), and for women this relationship was unidirectional (i e , family involvement negatively impacted work involvement)

However, the results in this study support the notion that job involvement and family involvement may be separate spheres that have no relationship to one another This is consistent with the Kanungo and Misra (1988) study which found no relations between family involvement and job involvement in Canadian couples As Lambert (1990) has

suggested, the relation of job involvement to relationship characteristics may in fact be more complicated than searching for unilateral relationships.

In addition, it may not necessarily be job involvement that affects the relationship but rather how partner's react to their own, as well as their partners', commitment to their work. This result appears to be positive for dual career couples. Rather than suggesting that job involvement is related to relationship dissatisfaction, these results support the idea that high job involvement in both partners is not necessarily detrimental to the relationship.

It is also interesting that there was no association between job involvement and family responsibility. At first this seems counterintuitive, because the more someone is involved with their job, generally, the more time they spend away from the home and thus, the less time they have for household responsibilities and tasks. However, this finding may be explained by a closer examination of the division of household labour literature. It appears that the amount of time that men participate in household tasks is not affected by how much they themselves work, nor how much their wives work (Shelton, 1990). In addition, women, regardless of how much they work outside of the home, remain the partner most responsible for the maintenance of the household (Pleck, 1985, Stohs, 1995). Hence, these findings contribute to the current literature on the associations of job involvement.

Sex Differences

Sex differences were found for accommodation as well as for family responsibility. The finding that men reported more accommodative behaviour than women was surprising because it was inconsistent with the literature on accommodation, as well as on close

relationships. One of the possible explanations for this result is that the men in this sample may have responded in a more socially desirable fashion. Another possibility is that the men in couples who are willing to respond to a questionnaire study may also be more accommodating than other men.

It was also surprising to find that there were no sex differences found for family involvement and willingness to sacrifice. These results are opposite to what has been shown in the literature on close relationships, where women have been found to be more likely to participate in pro-relationship behaviours than men (Apostal & Helland, 1993, Biernat & Wortman, 1991). In fact, women were found to be more willing to compromise their own personal time (Apostal & Helland, 1993) and restructure their work activities (Karambayya & Reilly, 1992) for their relationship, than their male partners.

The sex differences that were found for family responsibilities were consistent with the literature on the division of household labour (Pleck, 1985). It appears that women are participating in more of the household tasks than men (Hochschild, 1989, Lennon & Rosenfield, 1994). In addition, the division of household labour along the traditional lines is also evident, wherein women were more involved in the housework tasks and men were more involved in exterior home tasks, such as yardwork and car care. This finding is consistent with the division of household labour literature in which the underlying theme is that household tasks are typically allocated according to gender (Pittman & Blanchard, 1996, Thompson & Walker, 1989, Zhang & Farley, 1995).

Family Responsibility

Consistent with previous research in which it has been found that an unequal division of household labour can be detrimental to the relationship (Lennon & Rosenfield, 1994, Stohs, 1995), family responsibility was associated negatively with intimacy and accommodation among women The amount of family responsibility taken by women was also related negatively to their partners' reports of intimacy and accommodation Although accommodation and intimacy have not been associated with the household division of labour in the past, they have been found to be correlated positively with relationship satisfaction (Miller & Lefcourt, 1982, Rusbult, et al , 1991) These findings suggest that women are not happy with the way in which household labour is allocated Seemingly this unhappiness may manifest itself in their reports of intimacy and accommodation This suggestion is consistent with Suitor's (1991) finding that there was a positive relationship between marital quality and satisfaction with the division of household labour

The finding that for men, the division of household labour was associated with their own family involvement and that of their partners' was an interesting result It is interesting because it appears that men see the household responsibilities and tasks that they carry out as being a part of their positive family experience, whereas, women do not It would be interesting to further examine not only how the household tasks are divided, but also what effect the completion of the actual tasks has on the relationship For example, it may be that a task such as working on the car is more enjoyable for men than vacuuming is for women

Correlates of Accommodation

Accommodation had not been examined previously in a dual career couple sample, nor associated with intimacy. Thus, the relationships that were found in this study contribute to the current literature about accommodation. The findings were somewhat consistent with previous findings in the accommodation literature. For women, accommodation was correlated positively with their own level of intimacy, as well as their partners' level of intimacy, accommodation scores, and family involvement. For men, accommodation was associated positively with their own level of intimacy, willingness to sacrifice, family involvement, and their partners' accommodation.

It appears that accommodation may be an important maintenance mechanism for dual career couples. Rusbult and her colleagues (1991) have found that accommodation in both married and dating couples is associated with satisfaction, commitment, and contentment in a relationship. Robinson and Blanton (1993) found that intimacy was one of the key characteristics found in enduring marriages. Thus, the relation between accommodation and intimacy in dual career couples is an important finding for furthering our understanding of how to maintain healthy relationships.

Limitations

In reviewing the findings of this study several general limitations must be taken into consideration before interpreting the results. First, one of the limitations of this study was that the data were correlational and therefore can not shed light on causal relationships among the relationship variables. A second limitation was the reliance on self-reports in this study. This kind of data collection lends itself to issues of social

desirability A possible remedy for this issue would have been to use multiple data collection methods such as interviews, journalling, and spousal reports In addition, the number of participants in the study (N = 65 couples) and the borderline reliability scores for willingness to sacrifice and accommodation in women, limit the generalizability of the results to the general population

At least three definitions of dual career couples have been used by researchers (see p 2) This makes it difficult to compare results across studies without paying careful attention to how the dual career concept was defined in each study As mentioned in the introduction to this study, the definition of dual career couples utilized here was more inclusive than alternative definitions that have been used by other researchers It was felt that using a less stringent criteria would enhance the generalizability of the study and broaden the notion of what is considered a career However, the implications of using a broad and less stringent definition in this study must be considered when interpreting the results One implication is that the results of this study cannot be compared easily to the results of studies where other definitions were used

Another implication is that, by using an inclusive definition, it is possible that the current sample includes two or more groups that are distinct in some important ways in terms of the study variables or in terms of the relations among these variables In order to explore this possibility, some post hoc analyses were performed to examine mean differences (university vs non-university education) and correlations (of family income, work hours and number of children) with job involvement and accommodation, as these were the central variables in the study Modest statistically significant correlations were

found between work hours and job involvement for men and women However, these correlations explained only about 9% of the variance between these variables and, thus, were unlikely to have obscured meaningful group differences No other correlations or mean differences were found

Future Research

Although the finding that job involvement in this study was unrelated to accommodation, willingness to sacrifice, family responsibility, family involvement, and intimacy, was counter to what was hypothesized, it is an interesting result This finding implies that perhaps stressors in dual career relationships are not due to one's job involvement, but rather to other factors such as inequitable division of household labour (Stohs, 1995) or particular job-related issues (e g , child care and inflexible work schedules) that cause work-family conflict (Burley, 1991, Wiersma, 1994) Perhaps moving away from looking for relationships between job involvement, family involvement, and relationship satisfaction to looking for specific variables (e g , flexibility of work hours and availability of day care) that contribute to relationship satisfaction in dual career couples would be a worthwhile avenue for future research

The literature on dual career couples, for the most part, remains focused on the negative aspects of being in a dual career couple Research examining such aspects as role strain (Wiersma, 1994), work-family conflict (Greenhaus, et al , 1989), and relationship dissatisfaction (Jones & Fletcher, 1993) have been the main focus of the literature A transition from pointing out what can go wrong in such couples to what can enhance and prolong dual career relationships will be useful for therapists, researchers, and couples

It would also be worthwhile to further investigate the division of household labour. The results in this study indicate that women in dual career couples may be dissatisfied with the way in which household labour is allocated. Further exploration is needed to determine whether this dissatisfaction is due solely to the actual amount of time that each partner contributes to the maintenance of the household or whether the actual household tasks that are being carried out by each partner may also contribute to the problem. It is suggested that perhaps examining the causal relationships between family responsibilities and relationship intimacy may also shed light on this outcome

The finding in this study that men accommodated more than women was surprising and counter to what was hypothesized. It would be interesting and worthwhile to further explore this issue and determine relevant causal factors to help explain this finding. In addition, further longitudinal investigation is necessary to determine whether accommodative behaviour encourages intimacy and pro-relationship behaviours or whether positive feelings towards one's relationship help foster accommodation.

The association between accommodation, family involvement and intimacy among dual career couples contributes to the research on accommodation theory. Further investigation into the possible benefits of this maintenance mechanism and what some of the variables that contribute to partners acting in accommodative ways will be helpful. Moreover, studies that look at the causal relationship between these variables will enhance our understanding of this phenomenon.

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Table 1

Self-Reported Ethnicity of the Participants

Ethnicity	n	Percentage
Canadian	78	66.0%
British	20	17.0%
French	5	4.0%
European	5	4.0%
Asian	4	3.0%
Italian	2	1.5%
South American	2	1.5%
Scandinavian	1	1.0%
Middle Eastern	1	1.0%
Portuguese	1	1.0%

Table 2

Means and Standard Deviations for Relationship Variables

Variables	Mean	Standard Deviation
Female (n = 59)		
Accommodation	3 6	3 9
Family Involvement	3 6	0 8
Intimacy	143 5	21 3
Family Responsibility	1 9	0 5
Willingness to Sacrifice	4 1	1 9
Job Involvement	3 2	1 2
Male (n = 59)		
Accommodation	5 6	4 5
Family Involvement	3 6	0 8
Intimacy	140 9	20 7
Family Responsibility	1 8	0 5
Willingness to Sacrifice	4 6	2 1
Job Involvement	3 1	1 0

Table 3

Correlations Between Dependent Variables

Variables	1	2	3	4	5	6	7	8	9	10	11	12
1 Accommodation-M	--											
2 Accommodation-F	29*	--										
3 Family Involvement-M	37**	30*	--									
4 Family Involvement-F	18	23	57***	--								
5 Sacrifice-M	33**	15	18	26*	--							
6 Sacrifice-F	16	08	- 01	34**	25	--						
7 Family Responsibility-M	- 07	- 16	29*	29*	- 12	- 02	--					
8 Family Responsibility-F	- 33**	- 27*	10	14	- 16	- 05	06	--				
9 Intimacy-M	54***	44***	37**	15	37**	11	- 13	- 32**	--			
10 Intimacy-F	21	38**	- 09	27*	21	28*	- 14	- 48***	39**	--		
11 Job Involvement-M	- 19	08	- 07	08	08	- 04	- 16	22	- 07	- 03	--	
12 Job Involvement-F	- 09	- 13	- 02	- 16	- 11	- 18	12	- 09	- 06	- 18	01	--

*p< 05 **p< 01 ***p< 001, (two-tailed)

Table 4

Means and Standard Deviations for the FRI for Women

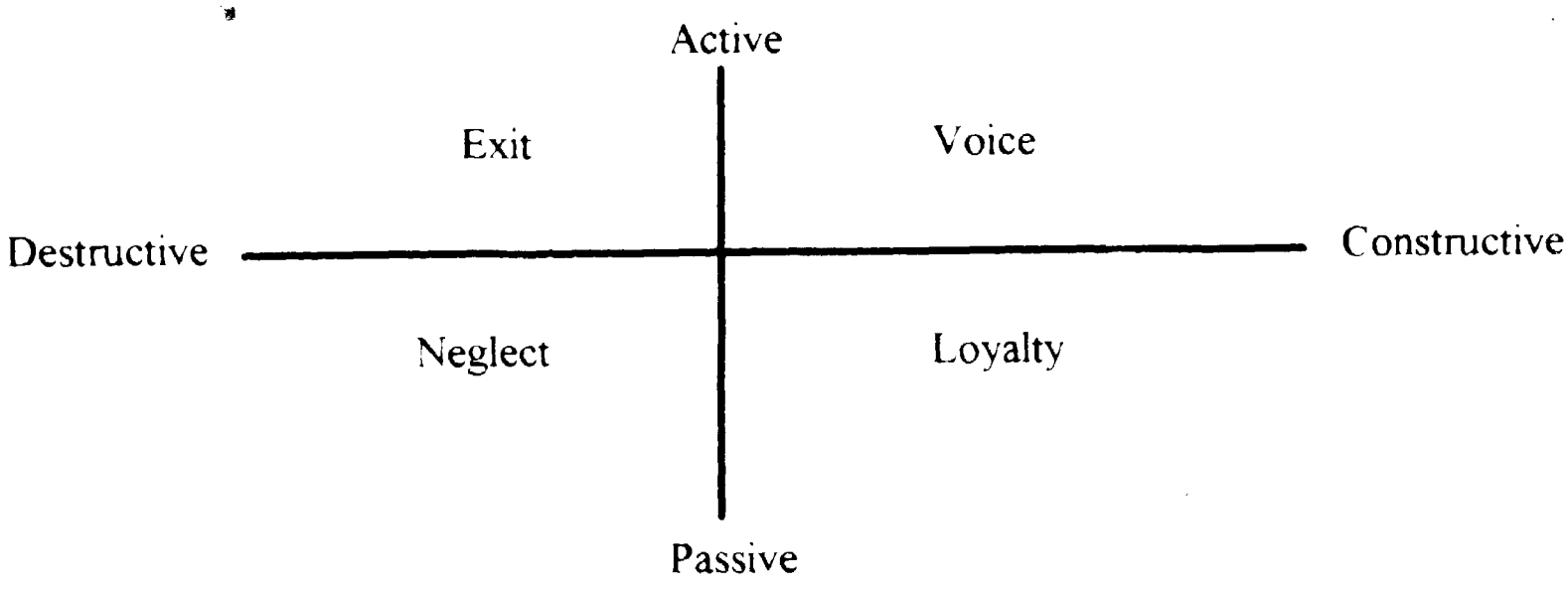
FRI Categories	Mean	Standard Deviation
Female (n = 64)		
(1) Home Maintenance	1.0	0.8
a) Yardwork	1.1	0.9
b) House Maintenance	0.9	0.8
(2) Housecleaning	2.5	0.8
a) Housecleaning	2.6	0.9
b) Heavy Housecleaning	2.3	1.2
c) Laundry	2.5	1.3
(3) Kitchen Work	2.8	0.6
a) Kitchen Clean-up	2.7	0.9
b) Preparing Meals	3.0	0.7
(4) Family Business	2.2	1.0
(5) Family Care	1.8	0.8
(6) Car Care	1.5	1.3

Table 5

Means and Standard Deviations for the FRI for Men

FRI Categories	Mean	Standard Deviation
Male (n = 64)		
(1) Home Maintenance	1 6	1 2
a) Yardwork	1 5	1 3
b) House Maintenance	1 8	1 3
(2) Housecleaning	1 8	0 7
a) Housecleaning	1 8	0 7
b) Heavy Housecleaning	1 6	0 9
c) Laundry	1 9	1 1
(3) Kitchen Work	2 2	0 7
a) Kitchen Clean-up	2 5	0 8
b) Preparing Meals	1 8	0 5
(4) Family Business	2 3	1 0
(5) Family Care	1 3	0 6
(6) Car Care	2 9	1 3

Figure 1. The accommodation typology: Exit, voice, loyalty, and neglect


Active
Exit
Voice
Destructive
Constructive
Neglect
Loyalty
Passive