



**Dissertation**

**By**

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**Job and maternal roles of working women :  
satisfaction and stress**

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**Année académique :**

**SEPTEMBER, 1991**

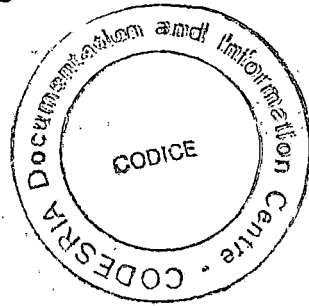
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**JOB AND MATERNAL ROLES OF WORKING WOMEN:  
SATISFACTION AND STRESS**



By

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Programme de Petites Subventions  
**ARRIVEE**  
Enregistré sous le no. 296  
Date 01 MARS 1993


**A THESIS SUBMITTED  
IN PARTIAL FULFILMENT OF THE REQUIREMENTS  
FOR THE AWARD OF  
MASTER OF SCIENCE DEGREE IN  
INDUSTRIAL AND ORGANISATIONAL PSYCHOLOGY  
UNIVERSITY OF IBADAN  
IBADAN.**

**SEPTEMBER, 1991**

CERTIFICATION

I certify that this Project was carried out by Babalola, Sunday Samson of the Department of Psychology, Faculty of the Social Science, University of Ibadan.

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19/1/93

DEDICATION

To my grandmother Omopariola Adesua - Eye-Ogun, (un),

My neice Funmilola Olayinka and nephew

'Demola Babalola.

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ACKNOWLEDGEMENT

I acknowledge the grace of God that saw me through this programme. May His name be praised. I am also indebted to all my colleagues, friends, relatives and lecturers that I have encountered during this programme without these contacts, this project would not have been written .

Special thanks to my supervisor, Dr. I. Bola Udegbe who despite her demanding work squeezed out time to attend to her students' problems. Her advice, guidance and readiness to help made this thesis work a reality and shall for ever remain indelible in my mind.

This study was carried out using resources from the Council for the Development of Economic and Social Research in Africa, Dakar, Senegal (CODESRIA). I would like to express my great appreciation to this organisation and many others that cooperated with the researcher by supply the respondents and other valuable sources of information.

I received valuable comments and suggestions on this work from many people and I would like to thank all of you. My greatest gratitude is for the detailed critical comments from several of the most

senior people in the field of social sciences:

Professors Bola Ayeni (Geography) D.C.E. Ugwuegbu (Head of Psychology Department), S.I. Abumere (Dean Social Sciences), Dr. A.O. Oyefeso, Dr. Ben Arimah.

Remembered are my cherished family members Mr. Michael Talabi Babalola (father), Mrs. Alice Omotinuwe Babalola my biological mother and Mrs. Victoria Duduyemi Babalola my psychosocial mother. I appreciate also the support rendered by the following: Julius Olatuyi, Julius Babalola Joshua Oyeyemi, Segun Ayejuyo, Biodun Afolabi, Ben Ehigie, Segun Ayankoso, Olutunde Olatunji, Bola Onibokun (Miss) and Kike Nuberu (Miss) who contributed immensely to this work through their moral and numerous stimulating discussions.

Finally my thanks to those who typed, photocopied and bound this work.

**Babalola, Sun. Sam.**

1991  
Ibadan

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ABSTRACT

This research was conducted to investigate the influence of stress and satisfaction on the dual roles of working mothers. A likert-type questionnaire was designed to measure the behavioural attributes (job stress, job satisfaction, marital satisfaction, maternal stress, and maternal satisfaction) which was responded to by 136 working mothers from Ibadan.

Canonical correlation analysis was used to investigate the relationship of the five categories of behavioural attributes with seventeen personal variables. This resulted in two meaningful canonical variates of maternal satisfaction and stress. The data analysis suggested that the issue of children, period of marriage and the status of spouse should be taken into account when assessing the dual roles of the working mothers.

The study also examined the relationship among the behavioural variables/attributes. Consistent with prediction, correlation analysis result suggested that the working mother's working experiences assumed to influence what she would do away from work.

## CHAPTER ONE

### INTRODUCTION

In developing countries, Nigeria inclusive, employment has become part and parcel of the female's role as is family, children, higher education and leisure. Williams (1985) identified economics, increased educational achievement and career opportunities, and greater social acceptance of working mothers as reasons for this phenomenon. Corroborating this, Hoffman (1989) and Bertram (1990) propound reasons for the changes in their role. To Hoffman (1988) the decrease required in homemaking time and in the number of children in the family seem to lead many women to contributing socio-politically to the society and the desire to use their abilities. This finding is said to be heightened by the women's awareness that she can use her time to earn money for the family. Bertram (1990) summarises thus:

the wish to be autonomous and independent of men, to engage themselves beyond their families, to make their own life aspirations come true, to realize themselves in their jobs, most young women want to have and share in making decisions about the future development of the society.

The changes in the social system have, therefore led to

feminist movement which helps in the creation of political networks of recognition and support. Today in Nigeria, the role of women is becoming more of both mothers and workers which is similar to men's role (workers and fathers). The differences that remain are due to social expectations and public pressure (Bertram, 1990).

Most studies on working women have been done mainly on the temporary nature of their employment such as performance on agricultural or handicraft jobs which are accomplished with the family group - without payment. On the other hand, comprehensive study of women, be it in management or clerical duties (permanent) has been made difficult because there are only few published scientific research works in the developing nations.

In Nigeria, there are two basic factors that influence the employment of women. They are the number of females in employment and the positions they occupy. Figures from National Manpower Board (1981) revealed that in 1974, 44.5% of females were in paid employment while male figure was 79.8%. The labour forces survey (1983) for urban civilian

population of females of over 15 years of age on employment shows 36.3% as against 70.3% for their male counterparts while the rural civilian population figures for females and males were 36.5% and 81.5% respectively.

The distribution of female employment among major industries indicates that the largest number of women (51.3%) in urban areas were in trade, restaurant and hotel business while mining and quarrying and electricity, gas and water (utility sector) were not represented. In the rural sector of the economy, 52.1% of women were in agriculture, forestry and fishing. The survey does not give any figures for finance industry and transportation in addition to utility, mining and quarry sectors (Labour force survey, 1983).

The implication of no figures in some of the data presented may not be that there were no women in these fields, but probably that their number was too insignificant to have a representation on the data table.

The second factor is that women occupational careers have been mainly in the lower cadre with only a few highly skilled women occupying the decision making cadre (Awe and Ezumah, 1990). For instance, for 1983, the distribution of female employment doing major

occupations reveals that no figures was presented for the administrative and managerial cadre. On the other hand, 48.4% of female workers were in sales in the urban areas. A figure of 45.9% was recorded for agricultural workers and none for the administrative and managerial workers in the rural areas (labour force survey, 1983). As earlier mentioned, a no figure recording might not indicate that no personnel was present for the gender being discussed, but might indicate an insignificant figure. However, Okojie's (1990) work reveals that in Nigeria today, the management field has become one of the least areas of females entry with less than 5% of the managers being women.

The small number of women in managerial positions has therefore affected the full participation of women in policy decisions affecting them, thus resulting in their powerlessness and economic marginalisation.

It should be noted, most especially in the developing countries, that despite the fact that traditional values are changing, working women are still expected to do the work necessary to provide the proper surroundings for their husbands and children. Studies of dual-career couples showed too, that women

come home from work and without missing a beat, pick-up where they left off that morning caring for children and doing house work.

According to Hall and Rabinowitz (1977), the women's gender perse does not present her with environmental stress not given to men but the situation itself affects the levels of work commitment. Hall and his associates position might have prompted the women folk to continue to call for women's liberation from occupational/career inequalities. For instance, the small number of women in paid employment (most especially managerial position) has been viewed as another means of censoring them (females) in the name of stereotyping occupations/careers on sex-patterns (Babalola, 1986).

In his review of the studies on women, Bertram (1990) concluded that there were scarcely any prejudices left in the general population or among supervisors against women, while some researches have found that there were reservations among women themselves with respect to the greater stress on time causes by demanding jobs, and conflicts between jobs and family responsibilities.

## 1.1 PURPOSE OF STUDY

As women enter the labour force, it becomes increasingly important to find out the effects of employment on their function as mothers.

Several studies have been carried out in advanced countries on the role of working mothers in particular but there are few documented empirical studies on this type of study in the developing countries. In addition the need to fully integrate women into full participation in the development of this country prompted this researcher to work in this area.

The concern of this study therefore is to find the extent to which the women are affected by the personal and behavioural attributes of stress and satisfaction in an attempt to perform their dual career - job and maternal roles.

First, the relationship between the behavioural attributes of maternal stress and job stress; maternal satisfaction and job satisfaction; maternal stress and maternal satisfaction; and job stress and job satisfaction of working mothers both at home and in the office will be looked into.



Secondly, the personal variables (age, income, number of children etc.) that contribute to the prediction of each of the four different criteria-job stress, job satisfaction maternal stress and maternal satisfaction - is expected to be determined.

The interest is therefore in finding from the mothers in employment what exactly have been their working conditions both at home and places of work. The questions that come to mind are:

Are there any effects on being paid workers?

What impacts do motherhood roles have on job roles?

Do the individual's personal factors have effects on the behavioural attributes of stress and satisfaction?

## 1.2 RELEVANCE OF STUDY

The result of this study is expected to have implications for both the private and public sectors in terms of the management of women problems as they relate to their roles in the developing countries and in Nigeria in particular.

The study will also contribute to research on working women in the developing countries and is also

expected to generate the need for further studies in this area.

The findings will assist the social scientists, the personnel managers and the guidance counsellors in the course of dispensing their various functions.

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## CHAPTER TWO

REVIEW OF LITERATURE

The nature of the workforce is changing, thus according to Hall (1986) changes in the workforce are being accompanied by changes in values, creating a new emphasis on the balance between worklife and family life. The balance between work and family has therefore generated extensive research findings (Near, Rice and Hunt, 1980).

The new comer's ability to resolve conflicting demands at home and at work depends on effective socialization. Hawley (1971)'s study give support to the influence of family responsibilities as a barrier to an effective socialization. In the study, he discovers that women's perception of sex stereotypes held by men were strongly related to these women's own role expectations and role behaviour. This perception is seen as placing home and family duties primarily in the care of the "feminine role". This makes working women experience pressures from relevant others and at times their own self-concept and subsequently sacrificing their professional careers for family responsibilities. According to Mathews, Collins and Cobb (1974), this type of responsibilities is frequently mentioned as reasons why women terminate

training, why men rarely mention these responsibilities as reasons for terminating training in their study.

Terborg's (1977) review draws attention to the point that while women can add the role of business career, they have difficulties in shedding their roles as housewives and mothers. This results in experienced role conflict on two levels. First conflict arises because of the incompatibility between the woman's self-perception of her role and the role assigned to her by relevant others. Second, the taking on of additional roles may create role overload. The roles are not necessarily incompatible, but it is difficult to allocate sufficient time and energy to all of the multiple roles.

The present study will be built on the following theoretical framework.

- (i) Relationship between life at work and home.
- (ii) Stress, and
- (iii) Satisfaction.

## 2.1 THEORETICAL REVIEW ON WORK-HOME LIFE RELATIONSHIP

Evans and Bartolome (1984), Staines (1980); Rice, Near and Hunt (1980) propose five models. (spillover or generated; compensation; segmentation; instrumental and

conflict theories) that all assume that work has an impact on family or, to a much lesser degree that family has an impact on work.

(a) SPILLOVER OR GENERATED THEORY

This theory asserts that there is a similarity between what occurs in the work environment and what occurs in the family environment (Staines, 1980), such that workers who experience discontentment in their work do not compensate for this lack of psychological gratification by finding satisfaction in other aspects of their life but they are rather more likely to experience a greater incidence of unhappiness in non-work activities.

This spillover model suggests the causal flow is either from job to home or from home to job but not simultaneously. According to Champoux (1978) a person's work experiences are assumed to influence what he/she does away from work. That is, each environment induces similar structural patterns in the other environments meaning that there are no boundaries for one's behaviour.

Payton-Miyazaki and Brayfield (1976) refine the spillover theory by positing that:

- (i) the work is addictive i.e. feelings about a job are a component of feelings about life in general. Thus satisfaction with the job increases life satisfaction and dissatisfaction with the job lessens general satisfaction.
- (ii) work can lead to alienation - i.e. negative feelings about life in general. For instance, a person who feels belittled by a job will be little himself or herself or others.
- (iii) cognitive/behavioural view of work states that a job is socializing force that enables the worker to learn skills, values, expectancies, self-concept and social philosophies carried over into family interaction.

The spillover theory is discussed in terms of positive relationships though it is possible to have negative spillover (Piotrkowski, 1978).

(b) COMPENSATION THEORY

It postulates that individuals who have jobs deficient in need and fulfilment will compensate for this deficiency by seeking out challenging and interesting nonwork activities. To Champoux (1978), individuals make

differential investments of themselves in the two settings and while make up in one for what is missing in the other (Evans & Bartolome, 1984).

Compensation theory has been discussed in terms of two components: supplemental and reactive compensations (Kando & Summers 1971). Supplemental compensation occurs when desirable experiences, behaviour and psychological states that are insufficiently present in the work situation are pursued in family activities. While, reactive compensation occurs because deprivations experienced in work are made up or compensated for, in non-work activities. (for example, resting from very tiring work or seeking leisure activities after work) Crosby (1984) interpretes this as resulting from the events at home which provide shock absorbers" for disappointments at work vice versa.

#### (c) SEGMENTATION THEORY

This theory implies that the world of work and non-work are psychologically separate. In other words, there is a separation between the activities and feelings in the work and non-work spheres of people's lives.

Work and family environments are seen as distinct, and that an individual can function successfully in one

without any influence on the other. The separation in time, space and function allows the individuals to neatly compartmentalize his/ her life, this is made possible by differences that exists in the two situations. For instance, Piotrkowski (1978) defines, the world of work as impersonal, competitive and instrumental while family is seen as the realm of affectivity, intimacy and significant relations.

(d) INSTRUMENTAL THEORY

Instrumental theory suggests that one environment is a means by which things are obtained in the other environment. Evans and Bartolome (1984), state that work outcomes lead to good family life and are means by which to get some of the pleasures of life.

(e) CONFLICT THEORY

Conflict theory posits that satisfaction or success in one environment entails sacrifices in the other, because the two environments are incompatible for they have distinct norms and requirements.

(Greenhaus and Bentell, 1985). Family responsibilities have been reported by some theorists such as Crosby (1984) as the key determinant of work absenteeism,



tardiness and inefficiency.

All these five models focus on the individual rather than on the family unit and also point attention to the question about how balance can be achieved. Some issues of concern may therefore be, is there more than one applicable theory for an individual? Or do the theories function simultaneously or must they be sequential? Another issue of importance is that the theories are searching for the direction of the relationship between work and family organisation, thus neglecting the nature of the work and what is derived from the environment.

(f) TRANSACTIONAL MODEL

Lazarus and Folkman (1984, 1987) propose this model which views a person and the environment in a conjoint relationship, in which independent identities are lost in favour of a new condition or state. The person in the family environment, with certain preferences and behaviour, and in the work organisation with other preferences and behaviour in that environment are in a dynamic, mutually reciprocal, bidirectional relationship. What happens in one environment can be a

consequence of what happens in the other environment.

Transactional model implies that the concern should no longer be how one environment affects another, but how the conjoined situation (that is, the individuals place in both family and employing organisation) affects other variables such as the individuals performance, decisions or choice behaviour in these environments.

## 2.2 THEORETICAL FRAMEWORK OF STRESS

### (a) McGrath's Concept of Stress

The concept of stress has been defined as a situation which presents a demand which is important for the individual to meet but for which his capabilities and resources are inadequate.

McGrath (1976) posits stress as the result of two divergent forces that act on the individual. These are the demands on the individual and the availability of resources to meet these demands. As the demands begin to outstrip the individual's resources, the individual will experience a corresponding increase in stress. Thus stress arises when one's coping skills

are inadequate for meeting particular problems in life.

(b) The Generic Approach to Stress

This approach tends to focus on the interplay of host, agents and contextual factors. For example, the Canadian Health Field Model (CHF). The Quebec Social and Family Affairs Council (1984) reports that the CHF model identifies three main categories of variables:

- (i) individual factor - physiological and psychological characteristics as determined by biological and hereditary factors.
- (ii) Environmental factors - aspects of the physical, social economic and working environment.
- (iii) And, health care systems - quantity, arrangement and nature of health care.

This model views health as a process of adjustment between the individual and the environment. Psychological disturbances are considered a manifestation of imbalance between the individual and the environment, and are eased or exacerbated depending on the health

care available. The CHF model is consistent with formulation in the contemporary theory theory of stress and its Practically observable.

Levi (1981) states that the basic concepts in most current approaches to job stress embodies an unfavourable interaction between worker's attributes and job conditions that lead to psychological disturbances, unhealthy behaviour and ultimately to physiological ill health.

Both physical and psychosocial job characteristics have been shown to play a role in the etiology of work related psychological disturbances. These factors operate in concert with other factors (such as stressful life events) and with physical and psychological traits, capacities and needs of the workers (personality, age, gender, experience, learning etc.

### 2.3 THEORETICAL FRAMEWORK OF SATISFACTION

Satisfaction is the extent to which an employee expresses a positive affective orientation toward a job (Smith, Kendall and Hullin, 1969). Thus it is

treated as both a global concept referring to overall satisfaction and as a facet of specific concept (Cook, Hepworth, Wall and Warr, 1981).

For the purpose of this study, human need factors of Herzbergs two-factor theory will form the fountain on which satisfaction will be discussed. Herzberg (1966) proposes that all individuals have two basic sets of needs, hygiene needs and motivator needs.

The hygiene needs are basically maintenance needs. Herzberg likens them to those elements that provide us with a healthy environment. In a work setting, these needs would include such things as pay, security, wo-workers, general working conditions and company policies. Whereas for maternal setting, it will include availability of money, adequate resources from the spouse and child care arrangement.

Motivator needs are higher-order or growth needs. These needs are unique to humans and distinguish them from other animals. These needs seem to be related to some innate characteristics of individuals that require them to seek challenge, stimulation, and autonomy. These needs in worksetting are satisfied

by things such as responsible work, independence of action, and recognition for the accomplishment of difficult tasks. In the context of maternal setting, it includes such things as seeing the child growing under one's care and responsibility for this, response to positive training exhibited by the child etc.

This theory has been criticized on the basis of not providing a tight set of interrelated propositions that can be empirically tested and that the proposed interrelationship have not been confirmed. Some behaviourists however contend that the difference between the effects of intrinsic and extrinsic rewards is primarily a difference in the schedule of rewards, other than their unique nature. A positive point about the need theories of which Herzberg is one is that people seem to categorize the various needs in consistent ways semantically thus making them to have a great extent with respect to achieving (or self-actualizing or meeting motivator needs).

#### 2.4 EMPIRICAL REVIEW OF EXISTING LITERATURE

Despite Goode (1960)'s proposition that the performance of multiple roles results in role overload and role conflict thereby leading to role strain, married working mothers still simultaneously occupy two status which make competing demand on them. They are faced with time and energy requirements of home-making and childcare while at the same time face with the responsibilities of an occupational role. Women however do complain about the problems they encounter as wives, mothers and workers. Empirical research has not conclusively linked the number of roles held with role strain.

Researches in the area of women employment status are seemingly showing conflicting views. First, employment has been found to enhance a woman's life, providing stimulation, self-esteem, adult contacts, escape from the repetitive routine of housework and childcare, and a buffer against stress from family roles, by this route she can be better mother to her child.

Another view is that, the dual roles of workers and mothers are stressful and as a result, the quality of mothering is diminished (Hoffman, 1989). Herman and Gyllstorm (1977) study shows that the number of social

roles held was positively related to the reported conflict between job and family responsibilities due to simultaneous demands on respondent's time. The married respondents with children reported the most conflict while unmarried respondents reported least.

A reported significant difference was found in the scores of the employed mothers and their non-employed counterparts on psychosomatic symptoms, measures of depression and various stress indicators (Kessler and Mc Rae 1982). The study shows that employed mothers tend to score lower but when fathers share childcare responsibilities, strain is lessened on the part of the mother thus leading to positive effects of employment on mother's husband to childcare seems to be a catalyst in reducing the effect of stress. For example Wheeler and Frank (1988) found that family support is a more important factor in buffering stress for women.

Reviewing of maternal employment, Scarr, Phillips, McCartney (1989) conclude that maternal employment is most likely to become stressful when there is no father, or other adult support, or a handicapped or chronically ill child, or several preschool children.



Yet these same conditions can increase the economic and psychological need for the mother's employment. In sum, most women in the labour force work primarily because the family needs the money and secondly for their own personal self-actualization.

Though, research in the area of work and family interaction is insufficient to date, role clarity has been found to be a major factor in reducing occupational stress. For instance, many women have conflicting demands from supervisors and fellow workers. A significant amount of stress is also related to securing adequate dependent care and other such issues of family life (Zedeck and Moiser, 1990).

On socio-economic group, Green (1989) states that the lower socio-economic status group (as measured by occupation, education, and income or any combination of these) experience greater levels of stress than do higher socio-economic status groups. This is because, the individuals of higher socio-economic status tend to work in less dangerous jobs, not only in regard to working conditions but also in regard to occupational stress.

Despite the hardships working women encounter, the benefits they stand to gain from working may outweigh the picture. For, according to Hall (1988) women who juggle several roles have more potential sources of fulfilment than women who "put all their eggs in one basket". To him, women who are satisfied with their jobs show fewer symptoms of anxiety and depression and greater levels of well-being, regardless of their roles at home. "A positive experience in a paid work role can even offset some of the negative effect on being a mother and enhance the relationship between a woman and her partner." The buffer effect of employment, the idea that it provides a psychological support in stressful periods such as during marital difficulties is borne out in research (Steward and Malley), 1987). An important caveat to this, can be found in documented research work. For instance, Gove and Zeiss (1987) reported that the general relationship between dual roles and happiness for women only held for the mothers when they desire employment. Other researcher found that it was affected by the quality of the job (Baruchi and Barnett, 1987) and the stability of children arrangement (Goldberg and Easterbrooks, 1988).

Hoffman (1989) reports on studies with infants as well as older children showed that a mother's satisfaction with her employment status relates positively to the quality of mother-child interaction and also to various indexes of the child's adjustment and abilities. The limitation of this finding arise because of the difficulty to know if the mother's satisfaction itself is not affected by her awareness that the child is doing well. Support for this pattern comes from a longitudinal study by Guidubaldi and Nastasi (1987) which found that mother's job satisfaction predicted independent measures of her school-aged child's adjustment obtained two years later.

The results of Disenstag (1986)'s study of middle-class mothers of infants indicated that employment provided a buffer for mother of "difficult" infants and enabled them to function more effectively than the non-employment mothers of "difficult" infants. In this study, role-conflict was related to dissatisfaction with parenthood only among the non-employed mothers.

Lopata (1971) reports that when women were asked the question: "What are the satisfaction of the homemaker's role?" Both the urban and sub-urban respondents spoke

of having children, seeing them grow-up, feeling proud of them more than any other satisfactions including general family relations, husband and happy marriage and the home itself. Yet when asked about problems peculiar to the role more of them spoke of children than any other area.

In the long run, children are a great source of satisfaction to many parents, their arrival and presence in the household can impose serious strains on the marriage of their parents.

Williams (1977) quotes a national survey conducted by the University of Michigan's Institute for Social Research in 1974 which found that young married persons without children were happier than were those with children. Contentment was also found to drop and stress increased when the couples had their first child, while as the children grew older, marital happiness increased and continued to increase after children had left home.

This situation should not fall altogether on the fact of parenthood because during this period, other conditions contribute to the difficulties of adjustment. For instance, the advent of one or more children may

exacerbrate stress from other causes, economic strains, in-laws and clashes of cultural backgrounds, personalities and expectations as two relatively immature and inexperienced persons learn to live together (Williams, 1977).

## 2.5 HYPOTHESES

On the basis of the literature review presented above, the following hypotheses would be proposed and tested.

- a) There would be a significant negative relationship between maternal stress and job satisfaction.
- b) There would be a significant negative relationship between maternal satisfaction and job stress.
- c) There would be a significant positive relationship between maternal stress and job stress.
- d) There would be a significant positive relationship between maternal satisfaction and job satisfaction.
- e) The working mother's personal factors will have a significant positive effect on her behavioural attributes of stress and satisfaction.

## 2.6 OPERATIONAL DEFINITION OF TERMS

Maternal Role: The responsibility for the care and socialisation of the young. It involves being the primary caretaker of the children therefore making the physical and emotional well-being of the children to be entrusted in her care.

Job Role: The different activities carried out in the course of performing a specific task that is entrusted upon someone with the aim of contributing towards achieving the organisational goals and the individuals goals most especially has accompanied with pay.

Stress: It is an internal state which can be caused by physical demands on the body or by environmental or social situations which are evaluated as potentially harmful, uncontrollable or exceeding our resources for coping. (Lazarus and Folkman, 1984). That is, stress occurs when the situational demands exceeds the capabilities and resources of the individuals for meetings or not meeting the conditions where one expects a substantial difference in the rewards and costs in an environmental or social situation.

Satisfaction: It is the extent to which the rewards received by the individual meet or exceed what he perceives to be an equitable level. When the actual rewards fall below perceived equitable rewards the person will be unsatisfied (Bass and Barrett, 1975 p. 106).

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## CHAPTER THREE

### METHODOLOGY

#### 3.1 SUBJECTS

The subjects for this study consisted of 136 married working mothers. They were randomly selected from the population of working women in both public and private organisations in Ibadan. The organisation from which samples were drawn included: University of Ibadan, Oyo State Ministry of Health, Trans International Bank PLC, Cooperative Bank PLC and Adeoyo State Hospital.

The subjects with age range 25 - 58 years (mean=37.97 and SD = 7.20) were employees from all facets of the selected organisations and their participation were voluntary. The samples were pre-designed such that equal number of each group of employee were used in a particular organisation.

The subjects for the study had been in employment within their organisation for at least one year with a child of not less than six months old.



### 3.2. INSTRUMENTS

The instruments (questionnaire) used for this study was designed to tap six different measures which are described as follows: demographic information, maternal satisfaction, maternal stress, job stress, job satisfaction, and marital satisfaction.

- a) Demographic/personal information. Questions such as age, number of children, spouse's qualification were asked. Most of the biographic characteristics such as promotion, spouse's occupation were dichotomised (see Table 1).

Table 1, Summary table showing the frequency and percentage of personal information

Variables	Group	N	Percentage
Promotion	Yes	112	82.35
	No	24	17.65
Living Arrangement	Marriage intact	128	94.12
	Widow/divorcee	8	5.88
Spouse's occupation	Public officer	87	63.97
	Private officer	49	36.03
Having househelps	Yes	80	58.82
	No	46	33.82
Having Relatives Around	Yes	76	55.88
	No	50	36.76
Childcare Arrangement	Daycare	43	31.62
	Househelp/Relatives	83	61.03
Adequacy of childcare	Inadequate	12	8.82
	Adequate	124	91.18

The coding for age, qualification, income was presented as the subjects responded. See Table 2 for the description.

Table 2- Summary Table of Descriptive Statistics of ten demographic variables

Variables	N	M	SD	Range
Age	136	37.97	7.20	25-58
Qualification <sup>a</sup>	136	13.76	3.24	06-19
Income	136	9046.89	4156.65	03084-22000
Organisational Experience	136	10.87	5.61	01-25
Length of Marriage	136	14.48	8.61	02-32
Number of children	136	4.06	5.22	01-07
Age of oldestchild	136	13.40	7.83	02-27
Age of youngest child	136	6.80	11.53	01-25
Spouse's qualification <sup>a</sup>	136	14.74	4.30	00-20
Househelps' house of work	136	8.19	8.92	00-24

a Years in school

b) Maternal satisfaction - was measured by 4-item questions developed by the researcher. The item questions were gathered through critical incident techniques - the working mothers supplied

the information used for the measure so also materials are collected from the literature. The items collected were then collated for the five expert judges (psychologists) to rate each of the items in relations to the variables it described. Content validity of the instrument was calculated using McClabe and Lipscomb (1988) formula of the score on the number of agreement over the score on the number of paired comparison. Items that rated 60% and above accepted as valid for the study.

A pilot study result showed that internal consistency (Cronbachalpha) = 0.84. The items were measured on the Likert 5 point scale ranging from strongly agreed (5) to strongly disagreed (1) with mid-point properly labelled.

c) Maternal Stress was measured by 5-item questions developed by the researcher. The same procedure used for maternal satisfaction was used too. For the content validity, item scored 60% by the judges werw selected for the study while (Cronbach alpha) = 0.082 was recorded from the pilot study. Measurement of the items was on the Likert 5 point scale ranging from strongly agreed (5) to strongly disagrrred (1) with mid points properly labelled.

d) Job stress contained 5-item questions. The questionnaire constructed by the researcher follow similar procedure and measurement adopted for the above discussed scales. Content validity of the instrument calculated with McClabe and Lipscomb formula, indicated 60% for the lowest accepted item. Internal reliability coefficient = 0.92 was found.

e) Job satisfaction was measured by 4-item questions. The scale for this was developed by Hoppock (1935) and revalidated by McNichols, Stahls and Manley (1978). Few adjustment were made because it was originally 3-item questionnaire so as to make sentences clearer for the comprehension of the average subject. Criterion validity of the scale was found when it was correlated with Adanijo (1987) 10-item job satisfaction scale to give  $r = 0.75$  and internal reliability coefficient = 0.81 obtained. Measurement of the items was on the Likert five point scale from strongly agreed (5) to strongly disagreed (1) with mid point properly labelled. For items with reverse scores strongly agreed was scored (1) and strongly disagreed was scored (5).

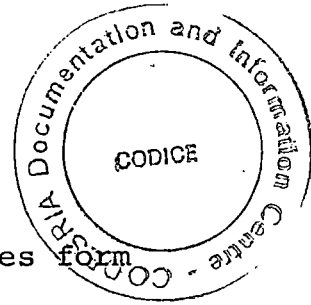
Marital satisfaction - was measured by Oshinowo and Oyefeso (1990) marital satisfaction scale. It contained

15 items. A split half reliability of 0.76 was obtained for the present study. This was included in this study to serve as control maternal satisfaction.

### 3.3. PROCEDURE

Each of the five organisations selected for the study was visited by the researcher and permission was obtained from the appropriate authority before carrying out the sampling. 200 questionnaires were distributed to the subjects (working women) who were assured of the confidentiality of their responses. The researcher went round after three days to collect the completed questionnaires. Of, 155 (77.5%) questionnaires that were collected back, only 136 (68%) were finally selected for the study due to errors, careless damages and omissions in the completion of the questionnaires.

Only women who signified that they were married and had children and whose spouses were working and that neither they nor their husband were students or in training were included for participation in the study.



### 3.4 DESIGN/STATISTICS

Matched designed of the correlated variables form the basis of the study. The data was subjected to two statistical analysis. To determine the relationship among the behavioural variables (job stress, job satisfaction, marital satisfaction, maternal stress and maternal satisfaction) Pearson Product Moment Correlation Coefficient  $r$  was used. The underlying assumption for using this statistical test was that

- i) the variables had underlying continuous distribution.
- ii) Measurement on both variables were on internal scale
- iii) And the variables were linearly related.

Further analysis was conducted in order to investigate the relationship between personal variables and five behavioural variables and also because of the heuristic value of pointing to which of the behavioural variables that have impacts upon the personal characteristics. Since there are multiple dependent and multiple independent variable, canonical analysis was used. Canonical correlation is a general multivariate statistical technique for analyzing two sets of multivariate data derived from a single population with the objective of finding the inter-relationship between the linear

combinations in the first and second data set, each of which can be given theoretical meaning. Further, the essence of canonical correlation as pointed out by Ayeni (1986) is to derive a linear combination for each set of multiple variables in such a way that the correlation between these two linear combination is maximized.

The underlying assumption for the use of canonical correlation in this study were:

- i) The criterion variable consisted of measurement on many variables: job stress, job satisfaction, maternal stress, maternal satisfaction and marital satisfaction.
- ii) The criterion variables were measured as continuous variables (strongly agreed to strongly disagreed).
- iii) The predictor variables of personal factors (e.g. age, education, etc) were assumed to be linearly related to the criteria.

The statistically significantly correlations were determined by Bartlett's chi Square of Wilk's Lambda. Pedhazur (1982) suggestion that  $R_c^2 \leq 0.10$  to be related as not meaningful and the acceptance of structure coefficient of over 0.30 were accepted. Consequently,



only the meaningful canonical variates was the object of interpretation in this study.

It should be noted that certain positive or negative signs are a reflection of the coding method used in the categorical variables. 0's (zero's) were assigned to No, officer, househelp/relatives, widow/divorced and adequate while 1's (one's) were assigned to: Yes, Public Officer, daycare, marriage intact and inadequate.

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## CHAPTER FOUR

### RESULTS

The independent variables in the study were the personal/demographic information data while the dependent variables are the behavioural attributes of stress and satisfaction.

One of the aims of this study was to examine the relationship among the behavioural variables. Table 3 shows the intercorrelation among the variables of job stress, job satisfaction, maternal satisfaction, maternal stress and marital satisfaction.

Table 3: Summary table showing the intercorrelation among working women behavioural responses

Variables	df	$\bar{x}$	SD	Msat	Mst	Jst	Jsat	Masat
Maternal satisfaction (Msat)	134	18.10	3.39	-				
Maternal stress (Mst)	134	16.81	5.46	0.50*	-			
Job stress (Jst)	134	15.30	4.21	0.40*	0.58*	-		
Job satisfaction (Jsat)	134	15.05	7.46	0.82*	0.58*	0.41*	-	
Marital satisfaction (masat)	134	48.85	7.29	-0.40*	-0.14	0.05	0.45	-

\*  $P < 0.01$

Analysis of data in table 3 expectedly showed that:

- i) There was a significant positive relationship between Maternal stress and job stress ( $r=0.69, > 0.01$ ) thus accepting the working hypothesis.
- ii) The significant positive relationship between maternal satisfaction and job satisfaction ( $r= .82 > 0.01$ ) confirmed the acceptance of the working hypothesis.

Whereas two working hypotheses were rejected while the null hypotheses were accepted because

- i) there was significant positive relationship between maternal satisfaction and job stress ( $r= 0.40 > 0.01$ ) and
- ii) There was significant positive relationship between maternal stress and job satisfaction ( $r = 0.58 > 0.01$ ).

Furthermore, table 3 showed no significant relationship between reported marital satisfaction and maternal stress ( $r=-.14, ns$ ) so also marital satisfaction and job stress ( $r = .05, n.s.$ ).

Subsequently, there was negative significant relation between marital satisfaction with maternal satisfaction on one hand, and job satisfaction with marital satisfaction on the other hand.

The canonical correlation which was used in examining the relationship between the dependent variables (behavioural attributes) and the independent variables personal/demographic data) is presented below.

Table 4: Summary table for the significant test for the five canonical variates-maternal employment

Canonical Root	Eigen values	Canonical Correlations	Canonical R-squared	F
I	8.718	0.947	0.817	5.517
II	0.367	0.517	0.267	1.351
III	0.225	0.429	0.184	1.029
IV	0.107	0.310	0.096	0.745
V	0.072	0.259	0.067	0.655

\*  $P < 0.01$

Wilk's Lambda (Value) 0.052.

As in table 4 above, the data analysis revealed that:

- i) The canonical correlation for the first pair of variates is high at 0.947 and decrease to 0.517 for the corresponding significant variates.

- ii) Out of the five maximum number of five variates obtainable, two were found significant. Both canonical variates were significant at  $P < 0.01$
- iii) The eigen values for the significant pairs of variates were indicative of the amount of variance in one canonical variate accounted for by the other canonical variate. The two significant canonical variates therefore shared 8.718 and 0.367 of their variance respectively.

Table five below shows a breakdown of the different behavioural variables and the personal information of the working women.

Table 5 - Summary table showing the Canonical analysis of the relationship of behavioural attributes with personal variables of working mothers.

Variables	Canonical Variate I		Canonical Variate II	
	Standard Coefficient	Structure Coeff.	Standard Coeff.	Structure Coefficient
<b>Predictor Variables</b>				
Age	0.205	0.467	0.348	-0.150
Qualification	0.042	0.463	0.087	-0.143
Income	-0.016	-0.186	-0.259	-0.233
Organisational experience	-0.104	-0.141	0.093	-0.127
Promotion	-0.030	0.259	0.011	-0.107
Length of Marriage	-0.165	0.494	-0.550	-0.251
Number of children	0.913	0.977	-0.085	-0.056
Age of Oldest child	-0.048	0.453	-1.211	-0.291
Age of youngest child	0.090	0.650	0.351	-0.007
Living Arrangement	0.041	0.041	0.511	0.350
Spouse's Occupation	-0.018	0.042	0.482	0.436
Spouse's Qualification	-0.029	-0.689	-0.237	-0.005
Having househelps	-0.039	-0.124	-0.696	-0.179
Hours of Work of Househelp	0.035	-0.101	0.733	0.311
Having Relatives around	-0.005	-0.111	0.105	-0.081
Childcare arrangement	0.053	0.037	-0.415	-0.156
Adequacy of childcare	0.036	0.280	-0.013	-0.091
<b>Criterion Variables</b>				
Maternal satisfaction	0.210	0.867	-0.156	0.082
Maternal stress	0.253	0.752	-0.212	-0.304
Job Stress	0.093	0.564	-0.855	-0.556
Job satisfaction	0.535	0.952	1.184	0.265
Marital satisfaction	-0.134	-0.490	0.704	0.223

An examination of canonical variate I in table 5, showed that seven personal variables in the first data set (predictor variables) the following result: age (0.467), qualification (0.463); length of marriage (0.494); number of children (0.977); age of oldest child (0.453); age of youngest child (0.650); and spouse's qualification (0.689), on the one hand and all the behavioural variables (criterion variables) of stress and satisfaction with the exception of marital satisfaction that has a negative loading in the second data set, were highly loaded on the first canonical variate.

For instance, the first canonical variate indicated that age which had a canonical loading of 0.467 was positively related to behavioural (variables of: maternal stress (0.752); maternal satisfaction (0.867); job stress (0.564); and job satisfaction (0.952) while negatively related to marital satisfaction (-0.490). All these behavioural variables have canonical loading of 0.30 and above.

Utilizing a 0.30 canonical loading cut-off value, the second canonical variate explicitly express the link between personal variables with their canonical loading of living arrangement (0.350); spouse's occupation

(0.436); and hours of work of househelp (0.311) and criterion variables of maternal stress (-0.304) and job stress (-0.556). The negative sign indicated that the linkage between personal variables and behavioural variables of job stress and maternal stress were negative ones.

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## CHAPTER FIVE

### DISCUSSION AND CONCLUSION

This study was primarily designed to examine the relationship among the behavioural variables of job stress, maternal stress, maternal satisfaction, job satisfaction and marital satisfaction in an attempt to determine their influence on the dual roles of maternal and job roles.

In achieving this, five hypotheses were proposed, four of which dealt with the primary reason of this study. The data collected from the treatment of inter-correlation of the variables indicated the existence of relationship among the variables.

The significance of the tested hypothesis supported some predictions of the theories of spillover, instrumental and transactional of the work-home life relationship. This then means that the findings of this study is in agreement with Champoux (1987)'s result that a person's working experience was assumed to influence what she would do away from work. This is a spillover approach. The same results obtained appeared fitted into the the instrument theory which assumed that workers good perception of their work outcome would lead to good family life.

The data on which this interpretation were made was a product of inter-correlation coefficient. The implication of this, for policy makers, is that the result should not be used as absolute because factors other than the intended ones could have a way of affecting the measurement partial correlation analysis would be better in eliminating this problem.

The spillover and instrumental theories deal with the direction of relationship whereas the transactional theory is concerned with the nature of the work and the environmental factors, thus making the transactional theory more useful in explaining the results of canonical correlation.

The results in table 4 and 5, show how the conjoined situation affect the individual place both in the family and employing organisation.

The significant relationship found in the factors of satisfaction between maternal and job roles and that of stress in similar environment was supported by Hoffman (1989) findings. The implication of this is that one with a good socialization experience that helps with coping with home-life situation would be better adjusted to life outside home and would also be able to function properly in dealing with life problems.

In the first canonical variate, findings posited that the elderly working women with higher qualification, long marriage experience, more than four children with older and younger children tended to enjoy high satisfaction on both maternal and job roles while experiencing low stress, so also low marital satisfaction. The low marital satisfaction in this case is supported by the work of Babalola, Akanmode, and Adetula (1991) which found a significant negative reciprocity of trust in the male by the female, if children were not involved in the relationship. The spouses high qualification showed low satisfaction and high stress on both maternal and job roles while it led to high marital satisfaction.

Another interesting result was that the spouse's qualification and not the spouse's occupation contributed highly to satisfaction experienced by the working women. It tended to mean that the financial contribution from the husband seemed not to be important in matters of maternal and job roles (occupation is presumed to go with financial standing of the holder). This probably confirmed the work of Felson and Knoke (1974) that

educational and occupational characteristics of wives made an important contribution to household social standing. On the other hand, low canonical loading (0.042) of spouse's occupation as against  $-0.689$  of spouse's qualification might have been one of the reasons for high marital satisfaction.

The way the women perceived their husbands qualification as against the perception of their occupation seems to have been responsible for working women to value maternal and job roles than marital roles. For instance, Having old and young children, and also many children (at least four) were found to relate to satisfaction both in the employing organisation and maternal roles. It therefore appeared that the more children a woman had, the better her chance of performing well on the job. Hoffman (1989) and Lopata (1971) studies confirmed this. However, Lopata (1971)'s finding that the presence of children could impose serious strains on the marriage of their parents gave credence to the negative marital satisfaction in this study.

Higher qualification that is loaded highly on satisfaction factors and low on stress factors were

confirmed by Green (1989) finding which stated that higher socio-economic status (measured by education, income and occupation or any combination of these) led to lower level of stress experience by the calibre of people. The sample of the highly educated women in employment as shown from the result table suggested that they have high level of job satisfaction and maternal satisfaction which means they could be good worker so also good mothers. It is also important to note that maternal and job satisfaction goes with the age and educational qualification of the working women. This could be due to the fact that their present status might have taught them the need to evaluate life realistically.

The implication of this was that women with high level of education, considerable period of marriage, would perform well in employed job so also her maternal role would not suffer too. But one whose spouse is highly educated might suffer on both maternal and job roles.

The second canonical variate indicated that staying with one's spouse, public servant spouses and

the length of hours the househelps worked would not make the working woman to be stressful both in the cause of performing her job and maternal roles. In other words, it seems that the care and attention that comes in terms of social support from the significant others (husbands & househelps) tend to serve as shock absorber for the working women in terms of their dual role of motherhood and job consideration.

Contrary to the findings of Bertram (1990) and Mathews and his associates (1974) that family responsibilities brought about by pressures on the women made her to terminate training or experience stress, seemed not to be applicable with the result of this study. This is because the stress experienced by the working women is lower than the satisfaction derivable from their dual roles.

#### 5.1 CONCLUSION, LIMITATIONS AND SUGGESTIONS

In sum, the results from this study show that there are significant effects on the behavioural and personal attributes, so also, significant relationships were found between stress and satisfaction of maternal

and job roles of working mothers.

Limitations of this study include sample size. This should be increased to cover a wider area in further study. In addition, statistical analysis of partial correlation would have been performed but for the lack of computer package to process the analysis within the record time required for this study and its not amenable to manual calculation easily. Similarly, coverage area in terms of classification of working women into categories is another limitation to the study. There is also a need to extend this type of study to cover the perception of the working woman's significant others such as husband, children and work colleagues in order to give a balance view of the determinant of dual role satisfaction and stress of working woman.

However, a single study is not likely to have examined all pertinent issues relevant to a research problem. With the shortcomings identified, prospective researchers are encouraged to identify other ways of solving the problems.

The scope of this study should be enlarged while a replication with a more diversified sample that is, one whose subjects will not only be exclusively in a particular location is encouraged.

Finally, since part of the aim of this work is to look at the possibility of integrating women into full participation in the development of this country, it is therefore, recommended that mothers who have the qualification to enter an employment situation, most especially, the decision making policy areas, should be given the opportunity to serve as the dual role they face may not have any serious impact on their performance nor will their maternal roles suffer too. In the area of relationship between, husband and wives, as well directed public educational enlightenment system is required to make man accept the new additional roles of women in this part of the world (developing nations).



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APPENDIX

## QUESTIONNAIRE

Dear Madam,

This questionnaire is meant to gather information concerning some psychological factors that may affect maternal employment.

Please kindly supply appropriate and sincere responses to the items as they will be treated with all confidentiality and used only for research purposes.

Thanks for your cooperation.

Yours faithfully.

SECTION A

1. Age -----
2. Highest qualification obtained -----
3. Post/Rank -----
4. Income range per annum -----
5. How long have you been working with this organisation? -----
6. How long have you been in the Management level position? -----
7. Have you been promoted since working in this organisation? -----
8. If yes, when last ----- (1 yer, 2 years, 3 years)
9. For how long have you been married? -----
10. Number of children -----
11. Age of oldest child -----
12. Age of youngest child -----



13. Choose one that best describe your situation out of the following:
- a) I live with my spouse in the same house
  - b) I live in a separate apartment with my spouse
  - c) I am a widow -----
  - d) I am a divorcee -----
14. Spouse's occupation -----
15. Post/Rank -----s-s-----
16. Spouse's highest qualification obtained -----
17. Have you any house helps? -----Yes/No
18. If yes, how many house helps have you? -----
19. How many hours a day do they work? -----
20. Do you have any relative(s) other than your children, staying with you? Yes/No
21. Where do you leave your child
- (a) Daycare (b) Relative/mother in law (c) House helps
22. Where do you live your youngest child?
23. How would you consider your child care arrangement
- (a) inadequate (b) adequate (c) very adequate

#### SECTION B

This section aims to identify some set of common problems in Nigerian homes and work places. Kindly indicate the one that best describes your own environmental conditions.

	Strongly Agree	Agree	Undecided	Disagree	Strongly Disagree
1. I enjoy my responsibility as a mother					
2. I am very satisfied with the amount of care I give my child					
3. I derive great happiness in seeing my child responds positively to home training.					
4. My motherhood satisfaction increases as my child grow					
5. I am worried about the physical and mental health of my child					
6. I have inadequate help from my husband					
7. I worry about the thing that can happen when I leave my child behind					
8. I am overloaded with too many home demands than I can cope with					
9. My mind always flips to my children no matter where ever I may be					
10. I am worried by inadequate resources to carry out my jog					

	Strongly Agree	Agree	Undecided	Disagree	Strongly disagree
11. Achieving productivity standard at work is of uppermost concern for me					
12. I experience excessive workload					
13. I experience interpersonal conflicts as a result of communication difficulties					
14. I do not gain enough support from my colleagues and subordinates					
15. I feel satisfied with my job at all times					
16. I like the job I do					
17. If circumstances permitted I would jump at the chance to accept another job outside my present job					
18. This job makes me happy when compared with other jobs					
19. My spouse and I experience tension (abuses, malices, instability between us					
20. My spouse and I argue to the extent of exchanging blows					

	Strontly agree	Agree	Undecided	Disagree	Strongly disagree
21. I have found it easy to show affection to my spouse					
22. My spouse has helped in the running of the house					
23. I feel that my spouse goes out too often without me					
24. My spouse shows affection to					
25. I felt that sex with my spouse is pleasant					
26. I look forward to having sexual intercourse with my partner					
27. I derive satisfaction from sexual intercourse with my spouse					
28. I do confide in my spouse					
29. I have thought of separating or getting a divorce from my spouse					
30. I have arguments with my spouse on family finances					
31. I feel that my affection for my spouse would increase with having children in the home					
32. I feel that my spouse's relatives interfere with the running of our home.					
33. I feel my spouse and I are incompatible					

## CANONICAL CORRELATION ANALYSIS

	CANONICAL CORRELATION	ADJUSTED CANONICAL CORRELATION	APPROX STANDARD ERROR	SQUARED CANONICAL CORRELATION	EIGENVALUE	EIGENVALUES OF INV(E)#H = CANRSQ / (1-CANRSQ)	DIFFERENCE	PROPORTION	CUMULATIVE
1	0.947150	0.939390	0.008857	0.897094	8.7176	8.3528	0.3648	0.9190	0.9190
2	0.516973	0.400511	0.063064	0.267261	0.3647	0.1390	0.2250	0.0385	0.9574
3	0.428607	0.320814	0.070256	0.183704	0.2250	0.1186	0.1065	0.0237	0.9812
4	0.310209	0.143321	0.077784	0.096230	0.1065	0.0349	0.0722	0.0112	0.9924
5	0.259449	.	0.080273	0.067314	0.0722			0.0076	1.0000

TESTS OF H0: THE CANONICAL CORRELATION IN THE CURRENT ROW AND ALL THAT FOLLOW ARE ZERO

	LIKELIHOOD RATIO	APPROX F	NUM DF	DEN DF	PR > F
1	0.05188392	5.5173	85	555.517	0.0001
2	0.59418573	1.3515	64	452.481	0.0445
3	0.68808347	1.0293	45	345.387	0.4260
4	0.84293408	0.7454	28	234	0.3219
5	0.93268626	0.6551	13	118	0.8024

## MULTIVARIATE TEST STATISTICS AND F APPROXIMATIONS

STATISTIC	VALUE	F	NUM DF	DEN DF	PR > F
WILKS' LAMBDA	0.05188392	5.517	85	555.517	0.0001
PILLAI'S TRACE	1.511602	3.008	35	590	0.0001
HOTELLING-LAWLEY TRACE	9.486009	12.544	35	562	0.0
ROY'S GREATEST ROOT	8.717573	60.510	17	118	0.0

NOTE: F STATISTIC FOR ROY'S GREATEST ROOT IS AN UPPER BOUND

## CANONICAL STRUCTURE

## CORRELATIONS BETWEEN THE 'VAR' VARIABLES AND THEIR CANONICAL VARIABLES

	V1	V2	V3	V4	V5
V1	0.46669	-0.1500	-0.3118	-0.1895	-0.3232
V2	0.4630	-0.1430	-0.1754	-0.4463	0.3096
V3	-0.1857	-0.2330	-0.0583	-0.4087	0.3052
V4	-0.1411	-0.1266	-0.1190	-0.2225	-0.4078
V5	0.2591	-0.1067	-0.1536	-0.0350	-0.1990
V6	0.4936	-0.2508	-0.3596	0.0565	-0.3044
V7	0.9770	-0.0560	-0.0176	0.0582	0.0396
V8	0.4529	-0.2914	-0.3395	-0.2044	-0.2957
V9	0.6496	-0.0074	-0.3087	-0.0482	-0.2433
V10	0.0411	-0.3502	-0.4765	0.2201	-0.0853
V11	0.0421	-0.4356	-0.1114	-0.1987	0.1237
V12	0.6885	-0.0052	-0.1431	-0.1124	0.1903
V13	-0.1239	-0.1794	-0.1983	-0.2352	-0.3690
V14	-0.1007	-0.3108	-0.5015	-0.0766	-0.1618
V15	-0.1112	-0.0814	-0.2001	-0.2638	-0.3242
V16	-0.0373	-0.1556	-0.0115	-0.1840	-0.0470
V17	0.2796	-0.0914	0.4166	-0.2312	-0.0791

## CORRELATIONS BETWEEN THE 'WITH' VARIABLES AND THEIR CANONICAL VARIABLES

	W1	W2	W3	W4	W5
V18	0.8666	0.0816	-0.2107	-0.4445	0.0160
V19	0.7517	-0.3044	0.4947	0.0371	-0.3101
V20	0.5641	-0.5562	-0.4566	-0.1099	0.3897
V21	0.9522	0.2649	-0.0459	0.0848	0.1180
V22	-0.4902	0.2233	0.7383	-0.3630	0.1818

## CANONICAL CORRELATION ANALYSIS

## STANDARDIZED CANONICAL COEFFICIENTS FOR THE 'VAR' VARIABLES

	V1	V2	V3	V4	V5
V1	0.2054	0.3476	-0.0787	-0.4728	-0.8191
V2	0.0419	0.0869	-0.2510	-0.5599	0.0111
V3	-0.0163	-0.2594	0.2092	-0.0613	0.8349
V4	-0.1037	0.0926	-0.0714	-0.5210	-0.3117
V5	-0.0296	0.0105	-0.1527	0.2100	0.0984
V6	-0.1646	-0.5496	-0.4375	-0.9490	0.1226
V7	0.9126	-0.0846	0.5146	-0.1369	0.5280
V8	-0.0480	-1.2107	-0.4217	1.7789	0.2016
V9	0.0898	0.3514	0.1468	-0.1192	-0.5568
V10	0.0412	0.5105	0.4690	0.1049	-0.2929
V11	-0.0179	0.4817	-0.0580	-0.2148	-0.1031
V12	0.0246	-0.2367	-0.2372	0.4199	0.1327
V13	-0.0390	-0.6962	0.4904	-0.2906	-0.8051
V14	0.0347	0.7331	-0.8272	0.1567	0.4583
V15	-0.0049	0.1048	-0.0421	0.2490	-0.2816
V16	0.0525	-0.4150	-0.3424	-0.1263	0.0200
V17	0.0359	-0.0125	0.3313	-0.2396	-0.0082

## STANDARDIZED CANONICAL COEFFICIENTS FOR THE 'WITH' VARIABLES

	W1	W2	W3	W4	W5
V18	0.2097	-0.1562	-0.5252	-1.6337	-0.3717
V19	0.2531	-0.2188	0.6270	0.1061	-1.3833
V20	0.0933	-0.8547	0.0552	0.0405	1.1579
V21	0.5352	1.1839	0.3477	1.1257	0.3246
V22	-0.1342	0.7043	0.7719	-0.4925	0.1560