

맞벌이 부부가족에 있어서의 일과 가정생활의 역할 긴장에 관한 연구: 남편에 대한 이론적 모델의 검증

—Work-Family Role Strain in Dual-Earner Families : A Theoretical Model for
Husbands—

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〈Abstract〉

본 연구의 목적은 가족스트레스 이론과 선행연구를 바탕으로 하여 제안된 이론적 모델의 검증을 통하여 일과 가정생활의 두 역할을 병행하는 데서 기인하는 역할긴장이 매개변수인 가족자원과 대처방안에 의해 어떻게 중재되어 삶의 질에 영향을 미치는가를 규명하는데 있다.

다단계 추출법으로 미국 로스엔젤레스에 거주하는 한인교포 중 맞벌이부부를 연구대상으로 선정하여 질문지를 통해 남편과 아내의 자료를 표집하였지만 본 연구에서는 117명의 남편의 자료만을 결과 분석하였다. 분석방법은 이론적 검증에 유용한 LISREL Ⅷ 프로그램이 사용되었다.

처음에 제안된 이론적 모델의 검증에는 문제를 보였지만 PSI Matrix를 고정하고 가정생활의 역할 stressor와 가족자원의 경로를 첨가하여 수정된 모델은 자료에 의해 충분히 검증되었다. 그러나 남편의 이론적 모델은 가족스트레스 이론을 일반화시키지 못했기 때문에 일과 가정생활의 두 역할을 병행하는 데서 기인하는 남편의 역할긴장을 가족스트레스 이론으로 설명하는 데는 문제가 있는 것으로 나타났다. 연구결과를 바탕으로 본 연구에서 제안된 이론적 모델의 의미와 제한점 등을 살펴본 후 미래연구를 위한 방안이 제시되었다.

I. INTRODUCTION

As the number of dual-earner families has grown significantly over the last few decades, researchers from a variety of fields have turned their attention to investigating how individuals and families cope with work and family responsibilities (Bohen & Viveros-Long, 1981; Goldsmith, 1988; Lewis & Cooper, 1987; Sekaran, 1986; Voydanoff, 1988). One research thesis on couples has been that dual-earner couples experience more "stress" than traditional couples, because of increased irritants such as divergence from social norms (Piotrkowski et al., 1987), inflexibility of occupational structure (Hedges & Barnett, 1972; Skinner, 1983), overload (Hofferth & Moore, 1979; Rapoport & Rapoport, 1976), and personal identity and role dilemmas (Heckman, Bryson, & Bryson, 1977; Rapoport & Rapoport, 1986; Weingarten, 1978).

Moreover, Bronfenbrenner (1977) and Pearlin et al. (1978) have begun to focus on chronic stress as related to work and family life roles. Their theories of chronic stress provide a conceptual framework in which work and family role conflict can be seen as the normative and chronic stress. That is, balancing work and family life can lead to conflict and create a considerable stress or strain if couples are unable to handle their joint work and family obligations.

The most general theoretical framework reflected in work and family research focuses on role strain among women who have multiple roles. This leads the present study to apply the family stress theory to understand the dynamics of work-family role strain as a stress process. Two approaches, role strain and family stress, overlap when work and family role characteristic are viewed as stressors that may be mediated and/or buffered through family resources and coping strategies. Therefore, the main question of this study is whether the dynamics of work-family role strain can be understood as a stress process in the

Double ABCX model. In other words, the questions are whether the resources available to the family system are effective in coping with work-family role strain and how these combined roles can be managed for a better quality of life in dual-earner families.

Before the present study examines work-family role strain within the theoretical framework, however, several issues need to be addressed. First, the perception of work-family role strain may be differ between husbands and wives. Although new patterns of work and family roles are necessary for working couples to meet their obligations in both realms, researchers have pointed out that work and family roles are perceived in an asymmetrical manner for husbands and wives, even among professional dual-carrer couples (Berk, 1985; Belsky et al., 1983; Bryson et al., 1978; Pleck, 1985). Therefore, the assessment of work-family role strain at the individual level is needed in order to identify the possible effects of dynamics within the couple. Thus, questions about work-family role strain in a theoretical model will be addressed for husbands only in this study.

Second, studies focusing on the dual-earner families have seldom been undertaken with Korean-Americans as a minority group. Thus, current knowledge on the functioning and well-being of dual-earner families derives only from studies in which samples were composed primarily of American dual-earner families. Considering cultural differences between Korean-Americans and Americans, questions as to the generalizability of earlier research to Korean-American families are quite appropriate.

Third, the present study proposes to examine the relationships among the variables in the Double ABCX model as a whole using the LISREL (Linear Structural Relationships) analysis. There is a preponderance of two variable research designs examining the relationship between work-family role strain and final-say outcome, using correlational analyses.

There are also numerous studies examining the hypothesized relationships between pairs of variables in the Double ABCX model of family stress and adaptation(Lavee, McCubbin. & Patterson, 1985; McCubbin et al., 1980). This design, however, does not make it possible to determine causality and ignores the role of intervening variables.

In summary, the purpose of this study is to examine the clustering effect of work-family role stressors and strain, mediated by family system resource and related coping strategy, on quality of life using the Double ABCX model. The process of sources of stress, stress-coping resources and behaviors, and stress reactions in the husbands of Korean-American dual-earner families will be identified by the theoretical model specified in this study. The rationales for theoretical model are described fully in Kim(1991) and more in Kim & Goldsmith(1992).

II. METHODOLOGY

Sampling Procedure

A non-random, multi-stage sampling technique was used to select the dual-earner couples of Korean-American who lived in the downtown and South Bay areas of Los Angeles, California in America. Criteria for participation included ethnicity(Korean-American) and dual-earner families, in which wives and husbands were employed in full-time jobs and had at least one child. To determine ethnic status, Korean-American was defined as having a birthplace in Korea but permanent residence in the United States. Following this, the total of eligible subjects consisted of 247 couples drawn from six churches.

A self-report survey translated into Korean was given to an sample of 247 couples. Deacons of churches were asked to distribute the survey questionnaire to dual-earner couples. Couples were asked to complete the questionnaires separately and mail them separately

to the researcher. Out of 247 couples, 121 husbands' questionnaire were completed, yielding a completion rate of 49%. Out of this total, however, 5 husbands' questionnaires were excluded from the analysis because the data were not complete. Therefore, the final sample consisted of 118 husbands for this study.

For husbands the mean age was 41.3(SD=11.3), ranging from 25 to 61. As expected, most of the respondents were well educated. Twenty percent of the husbands had completed high school, while the majority were college graduates(62%), or, had graduate degrees(18%). The reported annual family income for husbands was between \$20,000 and \$30,000 for 13% with 7% below \$20,000, 13% between \$30,000 and \$40,000, 23% between \$40,000 and \$50,000, and 44% above \$50,000. Almost half of the husbands(49%) in Korean-American dual-earner families were proprietors and managers, 30% were professionals and semiprofessionals, 5% were white collar workers, 10% were skilled workers, and 6% were semiskilled or unskilled workers.

For the husbands in dual-earner families, the mean working hours were 9 and a half hours (SD=1.85) on week days and 6 hours on weekends(4.27). The average number of children was 2; the mean age of these children was 13. Seventy-five percent of the respondents were Protestants, and 25% were Catholic. The average number of years the subjects had been married was 15. The mean number of family members living with subjects was 4. The length of residence in America for husbands was 14 years(SD=7.9).

Variables

A complete model specification showing multiple indicators and measurement errors is presented in Kim & Goldsmith(1992). It is the recursive model in LISREL(Jóreskog & Sörbom, 1989).

Generally, variables in a structural equations model can be either exogenous(i.e., indepen-

dent, external to the model because they are caused by the model) or endogenous(caused by other variables in the model). In the model of this study two exogenous variables—family role stressor and work role stressor—were specified by three indicators.

Family life role stressor and work role stressor were measured by Pearlin and Schooler's (1978) role stress instrument. Because the LISREL program cannot compute the residual of a single indicator, 7-items of each family role stressor scale were divided into three observed variables as X_1 , X_2 , and X_3 . Coefficients of internal consistency(using alpha) examined here were .43 for X_1 , .50 for X_2 , and .68 for X_3 . In the same way as family life role, 7-items of the work role stressor scale were divided into three observed variables as X_4 , X_5 , and X_6 . Coefficients of internal consistency were .52 for X_4 , .67 for X_5 , and .63 for X_6 .

Four endogenous variables were operationalized as latent variables or unobserved variables, that is, as common factors of a priori specified indicator(measured or observed) variables. Four endogenous variables were as follows: (a) work-family role strain were specified as a common factor of two indicators such as role overload and role conflict; (b) family system resource was specified as a common factor of three measured variables such as family strengths II, family strengths I, and financial well-being; (c) coping strategy was specified as a common factor of three observed variables such as maintaining perspective and reducing tension, modifying roles and standards, and maintaining family system; and (d) quality of life was specified as a common factor of three indicators—emotional well-being, physical well-being, and life satisfaction.

Work-family role strain was measured by Job-Family Role Strain(Bohen & Viveros-Long, 1981) scale. Cronbach's alpha estimate of internal consistency for the overall items was .79. Cronbach's alpha for role conflict and role overload was .52 and .79, respectively.

Family system resource was measured by

the Family Inventory of Resources for Management (FIRM) developed by McCubbin and Comeau (1981). The FIRM was conceptually organized into six sub-scales. However, three of them were used as the indicators to measure family system resources in this study. The reliability coefficient of family strengths II, family strength I, and financial well-being were .89, .91, and .83 respectively, indicating that it was a reliable measure.

Coping strategy measures were derived from the Dual-Employed Coping Scales(DECS) developed by Skinner and McCubbin(1987). Three factors were indicators of coping strategies in this study. A reported alpha coefficient was .72 for the factor of maintaining perspective and reducing tension. Cronbach alpha was .72 for modifying roles and standards, which indicated that the scales had moderate reliability/internal consistency. The factor of maintaining family system showed an internal consistency reliability of .72.

Quality of life was operationalized by three measures: emotional well-being, physical well-being, and life satisfaction. Emotional well-being was measured by the depression subscale of the SCL-90-R(derogatis et al., 1974). The alpha coefficient was .90. Physical well-being was also measured by the SCL-90-R (Derogatis et al., 1974). The alpha coefficient was .90. Physical well-being was also measured by the SCL-90-R(Derogatis et al., 1974). Internal reliability in the present study was .91. Life satisfaction was measured by a modified version of Olson and Barnes' Quality of Life Scale(1982). This scale had adequate internal consistency for the respondents examined here, yielding alpha coefficients of .89 for the husbands.

III. RESULTS

Visual inspection of the data was carried out to explore outliers and high influential data points. Then one set of husbands' data

were defined as outliers and influential data points. These data were eliminated, thus the number of cases for analysis were reduced to 117 for husbands. In addition, correlations and bivariate scatterplots were used to detect direction of association, degree of colinearity, and departure from normality. The patterns of correlations and the scatterplots for all other variables presented the linearity and direction given the proposed model. Also, the correlations indicated that the measures did not have any serious colinearity problems. Table 1 contains the preliminary analysis of correlations, means, and standard deviations for all of the measured variables used in this analysis.

Analysis of the Proposed Model for Husbands

Testing the Proposed Model

The test of the model was done with analysis of covariance structures in LISREL VII package(Joreskog & Sorbom, 1989), using a maximum likelihood estimation of unknown parameters. For the model estimation, matrices for covariance, shown in Table 2, were used as input to LISREL. However, the initial model of husbands could not be estimated by the LISREL program. Solutions were improper because the PSI matrix was not positive definite(a result of the estimation negative variances for the errors in equations—a logical impossibility).

As suggested by Jöreskog(1981), in some cases it is possible to estimate the square roots of some parameters and then square them, thus avoiding negative variances. Although it was not clear how to justify this approach theoretically, the suggestion of Jöreskog(1981) was adopted to make the model estimable for the present analysis. Thus, to respecify the model with the problematic parameter, the negative parameters of PSI matrix were fixed at the positive number($\psi_{13}=.016$, $\psi_{14}=.010$, $\psi_{23}=.018$, $\psi_{24}=.020$, and $\psi_{34}=.001$) which was obtained from the calculation and then, tested.

Analysis of the respecified husband's model, which was used to distinguish from the initial model, indicated that the null hypothesis was not rejected. All indicators of goodness of fit taken together indicated the respecified model was overfitted to the data. However, this might not be true because the respecified model, in response to improper solutions, was fixed at a certain value to preserve the positive parameters which might have substantial effects on other factors and parameters.

Consequently, the respecified model of husbands was compared by estimating the various structural parameters of a saturated model, that is, a model in which all paths possible were estimated. As a result of specification searches, the respecified model of husbands was modified by adding only one significant path from family role stressor to family system resource based on theory (i.e., Hill's ABCX Model, 1958) and content of research.

Assessment of the Revised Model Fit

The test of revised model resulted in a chi-square value of 55.11 with 103 degrees of freedom($P=1.00$), indicating a very good fit. The goodness-of-fit index(GFI) was .95 and the adjusted goodness-of-fit index(AGFI) was .93. The root mean square residual was very low (.007). The standardized residuals also indicated good fit. The largest of standardized residuals was 2.23. The points in the Q-plot were nearly vertical lines. The modification indices were also small. The largest, 3.07, referred to the error variance between the observed variables of maintaining family system(Y_8) and financial well-being(Y_5) which was not valid.

As other indicators of model fit, the squared multiple correlations for Y variables and X variables were .99 and .98 respectively. The total coefficient of determination for structural equations was .79, indicating that the model appeared to represent the data sufficiently.

Table 1 Correlation Matrix, Means, and Standard Deviations of the observed Variables
in the Husbands' Model

Variables	Y ₁	Y ₂	Y ₃	Y ₄	Y ₅	Y ₆	Y ₇	Y ₈	
OVERLO Y ₁	1.000								
CONFL Y ₂	.285	1.000							
FSS I Y ₃	-.144	-.105	1.000						
FSS II Y ₄	-.188	-.172	.593	1.000					
FSS III Y ₅	-.119	-.128	.475	.765	1.000				
COP I Y ₆	-.149	-.176	.325	.491	.390	1.000			
COP II Y ₇	-.124	-.148	.342	.436	.342	.627	1.000		
COP III Y ₈	-.160	-.227	.352	.481	.464	.677	.656	1.000	
E-W-B Y ₉	-.243	-.293	.423	.570	.498	.350	.330	.290	
P-W-B Y ₁₀	-.260	-.263	.378	.518	.441	.361	.303	.317	
SATIS Y ₁₁	-.274	-.277	.390	.559	.493	.350	.323	.358	
FAM I X ₁	.151	.128	-.413	-.447	-.416	-.214	-.255	-.229	
FAM I X ₂	.135	.150	-.411	-.504	-.439	-.307	-.236	-.240	
FAM III X ₃	.125	.135	-.329	-.500	-.401	-.278	-.219	-.249	
WOR I X ₄	.150	.107	-.314	-.415	-.376	-.209	-.212	-.249	
WOR II X ₅	.103	.126	-.304	-.380	-.364	-.209	-.191	-.246	
WOR III X ₆	.100	.127	-.304	-.378	-.266	-.184	-.175	-.171	
	(Y ₁)	(Y ₂)	(Y ₃)	(Y ₄)	(Y ₅)	(Y ₆)	(Y ₇)	(Y ₈)	
MEAN	15.02	13.11	36.06	51.72	34.80	46.94	35.78	47.65	
SD	4.68	2.84	6.49	9.10	6.06	7.29	5.62	6.50	
	Y ₉	Y ₁₀	Y ₁₁	X ₁	X ₂	X ₃	X ₄	X ₅	X ₆
F-W-B Y ₉	1.000								
P-W-B Y ₁₀	.675	1.000							
SATIS Y ₁₁	.660	.585	1.000						
FAM I X ₁	-.583	-.509	-.542	1.000					
FAM I X ₂	-.583	-.500	-.593	.781	1.000				
FAM III X ₃	-.527	-.459	-.495	.668	.636	1.000			
WOR I X ₄	-.576	-.463	-.593	.628	.597	.483	1.000		
WOR II X ₅	-.554	-.513	-.545	.573	.585	.503	.836	1.000	
WOR III X ₆	-.482	-.452	-.453	.481	.510	.416	.672	.687	1.000
	(Y ₉)	(Y ₁₀)	(Y ₁₁)	(X ₁)	(X ₂)	(X ₃)	(X ₄)	(X ₅)	(X ₆)
MEAN	18.03	19.04	48.25	4.49	4.11	5.53	5.30	5.21	6.58
SD	6.30	6.51	9.26	1.72	1.71	2.38	1.79	1.90	2.32

Key: OVERLO Y₁=Role Overload, CONFL Y₂=Role Conflict, FSS I Y₃=Family System Strength II, FSS II Y₄=Family System Strength I, FSS III Y₅=Financial Well-Being, COP I Y₆=Maintaining Perspective and Reducing Tension, COP II Y₇=Modifying Roles and Standards, COP III Y₈=Maintaining Family System, E-W-B Y₉=Emotional Well-Being, P-W-B Y₁₀=Physical Well-Being, SATIS Y₁₁=Life Satisfaction, FAM I X₁, FAM II X₂, & FAM III X₃=Family Role Stressor, WOR I X₄, WOR II X₅, & WOR III X₆=Work Role Stressor.

Table 2 Covariance-Variance Matrix of the observed Variables in the Husbands' Model

Variables		Y ₁	Y ₂	Y ₃	Y ₄	Y ₅	Y ₆	Y ₇	Y ₈	
OVERLO	Y ₁	.503								
CONFL	Y ₂	.158	.609							
FSS I	Y ₃	-.040	-.060	.287						
FSS II	Y ₄	-.066	-.050	.172	.293					
FSS III	Y ₅	-.046	-.047	.128	.209	.255				
COP I	Y ₆	-.070	-.065	.098	.149	.111	.316			
COP II	Y ₇	-.051	-.047	.089	.115	.084	.171	.236		
COP III	Y ₈	-.075	-.058	.088	.121	.109	.178	.148	.216	
E-W-B	Y ₉	-.119	-.109	.130	.177	.144	.113	.092	.077	
P-W-B	Y ₁₀	-.101	-.110	.110	.152	.087	.110	.080	.080	
SATIS	Y ₁₁	-.130	-.141	.138	.200	.165	.130	.104	.110	
FAM I	X ₁	.031	.041	-.076	-.083	-.072	-.047	-.043	-.037	
FAM I	X ₂	.036	.036	-.075	-.093	-.076	-.059	-.039	-.038	
FAM III	X ₃	.038	.039	-.070	-.108	-.081	-.062	-.042	-.046	
WOR I	X ₄	.027	.042	-.060	-.080	-.068	-.042	-.039	-.041	
WOR II	X ₅	.034	.031	-.062	-.078	-.070	-.045	-.035	-.044	
WOR III	X ₆	.035	.030	-.063	-.079	-.052	-.040	-.033	-.031	
		Y ₉	Y ₁₀	Y ₁₁	X ₁	X ₂	X ₃	X ₄	X ₅	X ₆
F-W-B	Y ₉	.329								
P-W-B	Y ₁₀	.210	.295							
SATIS	Y ₁₁	.250	.210	.437						
FAM I	X ₁	-.115	-.095	-.123	.118					
FAM I	X ₂	-.114	-.092	-.134	.092	.116				
FAM III	X ₃	-.120	-.099	-.130	.091	.086	.158			
WOR I	X ₄	-.118	-.090	-.140	.077	.073	.069	.128		
WOR II	X ₅	-.121	-.106	-.137	.075	.076	.076	.114	.145	
WOR III	X ₆	-.107	-.095	-.116	.064	.067	.064	.093	.101	.150

Key: CONFL Y₁=Role Conflict, OVERLOD Y₂=Role Overlod, FSSI Y₃=Family System Strength II, FSS II Y₄=Family System Strength I, FSS III Y₅=Financial Well-Being, COP I Y₆=Maintaining Perspective and Reducing Tension, COP II Y₇=Modifying Roles and Standards, COP III Y₈=Maintaining Family System, E-W-B Y₉=Emotiona Well-Being, P-W-B Y₁₀=Physical Well-Being, SATIS Y₁₁=Life Satisfaction, FAM I X₁, FAM II X₂, & FAM III X₃=Family Role Stressor, WOR I X₄, WOR II X₅, & WOR III X₆=Work Role Stressor.

Each of these measures indicated that the model of husbands provided an acceptable fit to the data. As a consequence, the null hypothesis was supported by the data; that is, the respecified model was supported by the data. However, these results should be interpreted with caution, as already discussed.

Measurement Model

Table 3 provides the parameter estimates for the measurement relations of the revised model of husbands. Each of the indicators was high and statistically significant as a reflection of adequate observable variables for the unobservable construct. standard errors were so low that these prameters were measured with

Table 3 Standardized and Unstandardized Factor Loadings, Error Variances, and Reliabilities of Latent Construct Indicators of Husbands' Model

Latent Construct: Indicators	Factor Loadings		Error Variance	R ²
	Unstandardized Coefficient	Standardized Coefficient		
Family Role Stressor:				
X ₁ (item 3 & 7)	1.00 ^a (-)	.88	.22	.78
X ₂ (item 4 & 6)	.99*(.08)	.88	.22	.78
X ₃ (item 1, 2, & 5)	.98*(.10)	.75	.44	.56
Work Role Stressor:				
X ₄ (item 3 & 7)	1.00 ^a (-)	.92	.16	.84
X ₅ (item 4 & 6)	1.06*(.07)	.91	.17	.83
X ₆ (item 1, 2, & 5)	.88*(.09)	.74	.45	.55
Work/Family Role Stain:				
Role Overload	1.00 ^a (-)	.57	.68	.32
Role Conflict	.98*(.32)	.51	.74	.26
Family System Strength:				
Family Strength I	1.00 ^a (-)	.93	.13	.87
Family Strength II	.67*(.09)	.63	.61	.39
Financial Well-being	.82*(.07)	.81	.35	.65
Coping Strategies:				
Maintaining Perspective and Reducing Tension	1.00 ^a (-)	.83	.31	.69
Modifying Roles and Standards	.79*(.08)	.77	.40	.60
Maintaining Family System	.82*(.08)	.85	.29	.71
Quality of Life:				
Emotional Well-being	1.00 ^a (-)	.84	.29	.71
Physical Well-being	.85*(.09)	.76	.43	.57
Life Satisfaction	1.10*(.11)	.80	.36	.64

a Fixed value

* p < .05

Note : Standard errors shown in parentheses.

reasonable degrees of precision.

The unexplained variation ranged from approximately 23% to 74%; these numbers were equivalent to $1 - R^2$. The two indicators of work-family role strain construct was low compared to other indicators. Otherwise, the reliability of other constructs seemed to be reasonably moderate to high.

The total coefficient of determination, a

generalized indicator of reliability for the whole measurement model, was .79, indicating that the model appeared to represent the data accurately. As a result, it was concluded that the construct variables were assessed with a reasonable degree of accuracy and that the measures were adequate indicators of this construct variable.

Structural Model

Figure 1 presents the standardized path coefficients for the structural model. As shown in Figure 1, both family role stressor and work role stressor positively effected work-family role strain, although these effects were insignificant($\gamma=.272, \gamma=.084$). The effect of family role stressor on family system resource($\gamma=-.586$) was negative and significant. The effects of family role stressor and work role stressor on quality of life were negative and significant ($\gamma=-.272, \gamma=-.302$).

As expected, work-family role strain had a negative influence on family system resource ($\beta=-.151$), but it was not a significant effect. As the standardized coefficients indicated, the impact of work-family role strain on quality of life was negative and significant($\beta=-.375$), While the effect was not significant, as expected, work-family role strain negatively affected coping strategy($\beta=-.191$).

As hypothesized, the results showed that family system resource had a positive and significant effect on quality of life($\beta=.350$) and on coping strategy($\beta=.531$). However, quality of life was negatively and insignificantly affected by coping strategy($\beta=-.025$), which was unexpected.

Only 9% of the variability ;in work-family role strain was explained by the two exogenous variables alone. The R^2 for the family system resource was 42%, whereas R^2 for the coping strategy was .38%. The opposing variances indicated that the model could not accommodate coping strategy variables other than family system resource variable. The highest reliability was about 90% for quality of life, indicating that five other variables explained well the outcome variable of the model.

In the correlation matrix of exogenous and endogenous variables, the highest correlation

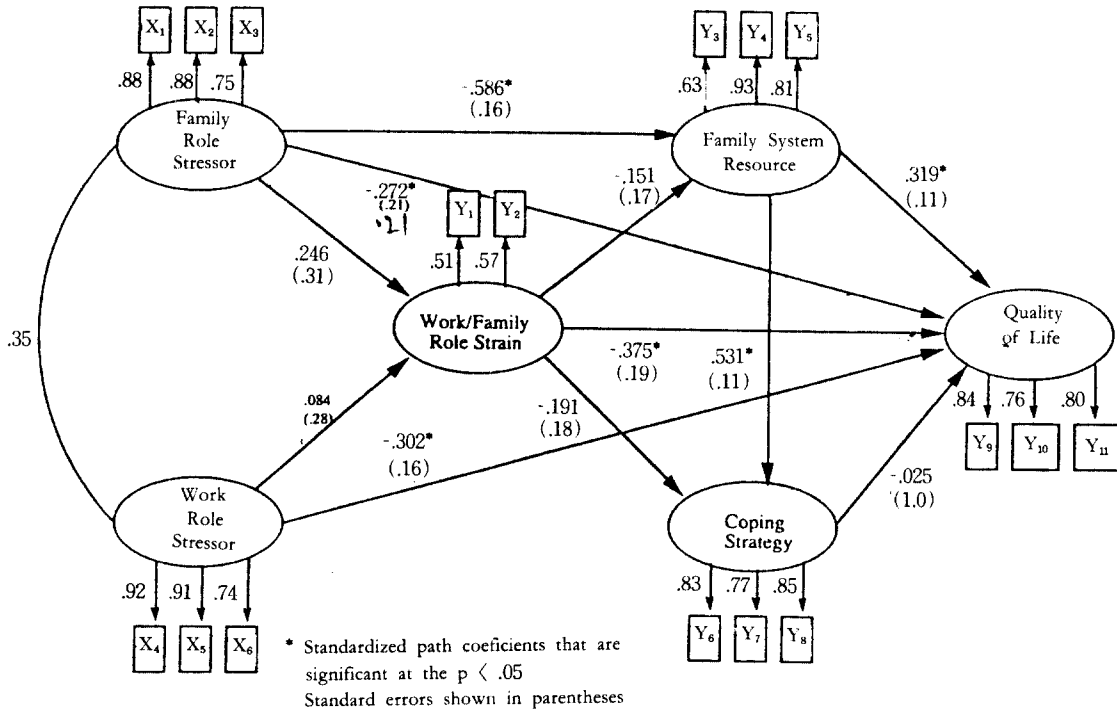


Figure 1: Results of Revised Model for Husbands

was .80 between work-family role strain variable and quality of life whereas the lowest was .25 between work role stressor and work-family role strain. The magnitudes and signs of correlation between variables were indicated as hypothesized. These results suggested that the construct variables of this model had discriminant and convergent dimensions. As shown in Figure 2, the covariance between two exogenous variables of family role stressor and work role stressor was .35(φ_{12}).

IV. DISCUSSION

Significance of the Findings for Husbands

The present study found that both family role stressor and work role stressor influenced work-family role strain insignificantly for husbands. The results also indicate that only a small amount of the variance(9%) of work-family role strain was accounted for by the pileup of family and work role stressors. The findings of this study are inconsistent with family stress research in suggesting that work-family role strain is an intervening or mediating factor between stressors or events and a decrease in family well-being.

The findings of this study are consistent with studies of the negative effects of work and family role stressors on quality of life (Dohrenwend & Dohrenwend, 1974; Goldberger & Breznitz, 1982; Krantz, Glass, Contrada, & Miller, 1981). The results also indicated the strong influence of work role stressor on quality of life for husbands. This finding seems to yield clear support to the conclusion of Dytell et al.(1985) that work role stressors were more strongly related to symptoms of psychological distress and physical illness than were family role stressors for men.

Family role stressor had a negative effect on family system resource while the indirect effect via family system resource did not increase quality of life. Thus, the results did

not confirm the hypothesis that this indirect effect would reduce the direct effect of family role stressor on quality of life. Therefore, interpretation of this result is very difficult because the causal linkage between family role stressor and family system resource is so limited in previous work and family role research.

Work-family role strain had a negative impact upon quality of life as shown in the present study. Consistent with previous research, this finding suggests that higher role strain is significantly associated with people's well-being, regardless of gender(Barnett & Baruch, 1985, 1986; Gilber, 1985; Greenberger & O'Neil, 1990; Voydanoff, 1988). In addition to its negative impact on quality of life, work-family role strain decreased the perception of family system resource and coping strategy. It appeared that increased difficulty in performing roles and increased role conflicts reduced the family system resource significantly and coping strategy insignificantly.

As predicted, husbands' quality of life was positively affected by family system resource, which seemed to counteract the influence of work and family role stressors and strain on quality of life. Although family system resource increased quality of life while work-family role strain decreased it, family system resource could not be interpreted as an intervening or mediating factor. Specifically, the total effect of work-family role strain on quality of life was not mediated by family system resource; on the contrary, it was mostly accounted for by its direct effect.

It is interesting to note that, contrary to common belief and previous studies, coping strategy had a negative effect on quality of life. these findings are inconsistent with the previous research regarding the importance given to coping strategies as predictors of adaptation within family stress theories. Yet, the relationship of coping strategy and quality of life has proven resistant to interpretation via the family system resource variable in the

present study.

Although family system resource affected coping strategy significantly as hypothesized, the interpretation of this relationship has to be made with caution. The opposing percentages of variance accounted for by predictors in this study highlight the complexity of the processes involved in family system resource and coping strategy. The explained variance for the family system resource was 42%, whereas it was .38% for the coping strategy. The opposing variances indicated that the model could not accommodate coping strategy variables other than family system resource variable. In view of these findings, the development of a more comprehensive theoretical framework for future research is strongly recommended in order to define the causal relationship between family system resource and coping strategy, and to clarify the coping strategy variable conceptually.

Implications for Theoretical Framework for Husbands

The theoretical model for husbands may be explained by the lesser degree of complexity involved in previous analyses. Neither work-family role strain, family system resource, nor coping strategy acts as an intervening or mediating factor, as hypothesized. Only the separate pairs of bivariate variables had a direct effect within the theoretical model.

Although the results of the relationships between these bivariate variables was consistent with the empirical research in work-family role strain and with part of the family stress theory, these bivariate analyses do not fully represent the causal complexity of theory testing. Moreover, the transactions among the variables in the multivariate analysis may produce results that are strikingly different from those that occur when each variable is treated singly in the bivariate analysis. These cluse may be investigated further in future research and ultimately may clarify the

relationships among the major variables in the family stress theory.

Implications for the Future Research

The findings and limitations of the present study provide some directions for future research. First, an important question that should be answered whether the sample from a population that is relevant to the theoretical ideas being evaluated(Bentler & Chou, 1988). In recent years, an enormous amount of empirical attention has been given to work-family role strain experienced in dual-earner families. However, there is gender bias in the research of work-family role strain which exclusively studied data on women. This lack of data on men made it difficult to form the theoretical ideas being evaluated in this study. Therefore, the results of the husbands' model in uninformative about the theoretical framework proposed in this study.

Second, because full-information estimation methods depend on large-sample properties, a natural concern is the sample size needed to obtain meaningful parameter estimates. As Anderson and Gerbing(1984, 1988) suggested, a sample size of 150 or more typically will be needed to obtain meaningful parameter estimates. Related to this, the problems in the estimation of husbands might have occurred because of small sample size.

Third, because of the exploratory nature of the modeling procedure conducted with the initial sample, confidence in the findings relies on replication of the results in an independent sample. That is, after acceptable fit has been achieved with a series of respecifications, the next step in the progression would be to cross-validate the final model on another sample.

Finally, although there has been some convergence in the results of the present study drawn from Korean-American dual-earner families with studies on the general population in America, researchers must work to be more sensitive to the diversity among other cultural

groups. Researchers need to go beyond restricting their samples to white middle-class families because the meanings and effects of work-family role strain, which deserves greater attention in future, may be different across groups. In addition, further investigation should be focused more on a larger representative sample and a reliable, valid instrument translated into other languages.

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