

Integrated Theoretical Approach for the Stress Management of Dual-Career Family

안동대학교 가정학과
조교수 현은민

Dept. of Home Economics, Andong National Univ.
Assistant Prof.: Eun Min Hyun

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〈 요 약 〉

현대사회에서 맞벌이부부 가족이 증가하고 있고 맞벌이부부가족으로써 가족체계가 유지되고 발달됨에 따라 맞벌이부부 가족의 스트레스 관리 방식을 밝히기 위해서는 가족간의 정서적, 관계적 상호작용 과정을 이해하는 것이 중요하다. 맞벌이부부 가족에 관한 이전의 연구들은 가족의 스트레스와 대처방안에 초점을 두었고 정서적 상호작용과정에 대해서는 중요시 하지 않았다.

이 연구의 목적은 맞벌이부부 가족의 스트레스 관리에 대한 이해를 돕기위하여 가족의 발달적인 측면에 중점을 두어 두가지 이론 — 가족자원관리 이론과 Family FIRO모델의 통합을 제시 하는데 있다. 가족자원관리 이론과 Family FIRO모델의 통합은 한가지 이론이 설명하지 못하는 측면에 대해 상호보완적인 시각을 제시해 준다.

I. Introduction

The growing number of dual-career families prompts particular interest in the impact of dual-career schedules on family life. Research on dual-career marriages has been important for understanding how

some contemporary couples are integrating work and family and the consequences of this integration(Hiller & Dychouse, 1987).

Dual-career couple implies that both spouses are highly qualified individuals who are involved in a career which has a continuous developmental nature,

requires a high degree of commitment, and implies a sense of mastery, pleasure and responsibility(Poloma & Garland, 1971; Rapoport & Rapoport, 1977). 'Career' is distinguished and differentiated from 'job' which is paid employment without the above characteristics(Yogev, 1982). A significant feature of dual career lifestyle is that it is a pattern encompassing considerable stress and conflict. The issues of dual-career family development are not separate from issues of stress management.

The purpose of the paper is to integrate frameworks from family resource management and family development to better understand the stress management issues of dual-career families as well as to guide research and family practitioners who work with dual career families.

II. Theoretical Framework

Resource Management Theory

Maloch and Deacon first proposed use of systems frameworks for the study of management in 1966. Since that time, the theoretical framework of management as a system has evolved as the foundation of instructional and research models in resource management(Lytton & Barclay, 1987). Deacon and Firebaugh(1981, & 1988) posited that the family is an open system continually interacting with its environment. They viewed the family system as composed of the personal and managerial subsystems which are identified with the expressive and instrumental functions of the family. Responsibilities of the family system include member maintenance, personal and interpersonal growth and development.

The personal subsystem is the domain of the complex network of interacting personalities. Its primary concerns are the expressive functions of interpersonal relations meeting the developmental and emotional needs of its members including role

definition, mediation of value differences, morale, loyalty, and socialization of children. The main function of managerial subsystem is the planning and utilization of family resources in order to reach family goals(Gross, Crandall, & Knoll, 1980). The two family subsystems are interrelated. The values of family members, which are outputs from the personal subsystem, create demands on the managerial subsystem.

Resources are one of the central concepts in the family resource management theory. Deacon and Firebaugh(1988) define resources as means which are available and recognized for their potential in meeting demands. Hogan and Buchler(1983) suggested four properties of resources: (a) interchangeability, i.e., one resource can be substituted for another to achieve a given end or the same end could be achieved with a different combination of means: (b) Interrelatedness and interdependence, i.e., resources are not used in isolation but in combination: (c) transferability, i.e., resource can be exchanged(two-way transfer) or granted(one-way transfer): and (d) accessibility, resources need to be acquirable or accessible to have utility or worth.

Typically, resources have been classified as human versus non-human(Fitzsimmons & Williams, 1973; Gross, Crandall & Knoll, 1980; Paolucci, Hall & Axinn, 1977) or economic versus non-economic(Gross, Crandall & Knoll, 1980, Nickell, Rice, & Tucker, 1976). Human resources tend to be motivations that function in goal attainment. These motivators can be learned(abilities, skills) and can exist in different levels or degrees of expertise. Non-human resources include such things as money, facilities, material objects. However, in order to utilize non-human resources, human resources have to be engaged. Human resources can be divided into personal and interpersonal resources.

For dual-career families their stress management

would focus on utilization of family resource with overall functioning of the family for achieving balance between work and family. Dual-career couples often feel that they are facing a finite amount of time and confronted by multiple role demands (Rapoport & Rapoport, 1977; Voydanoff, 1987). They also often experience role overload or role conflict (Price-Bonham & Murphy, 1980).

Dual-career families utilize resources from within the family as well as from the community. Personal resources refer to the broad range of resources characteristics of individual family members which are potentially available to any family member in times of need. Financial well-being, education, health, and personality characteristics of self-esteem and mastery are personal resources. The significance of perception as a personal resource has been noted (Berman & Turk, 1981).

Family system resources encompass primarily family integration. In the study of Pratt (1976), flexible role relationships and shared power facilitated personal growth of members. Klein & Hill (1979) identified problem-solving ability as a key family system resource.

Environmental resources such as social support and community service offer to alleviate the effects of stress; hiring help, friendships, and neighborhood provide a reciprocal support structure and validate the dual-career lifestyle.

Management serves to direct the effective uses of resources toward goals and creates conditions which promote growth and development of family members, i.e., management assists the creation of human resources (Deacon & Firebaugh, 1981). These enhanced personal and interpersonal skills will directly affect ways family members interact. Family interaction during management processing provides feedback for the personal subsystem. The personal system is likely to have a major influence on the nature of the

satisfaction from the goal-related activity of the management system (Deacon & Firebaugh, 1988). The output of a met demand may return as feedback to the personal system and affect the value system of family members.

Poloma (1972) outlined four stress management techniques used by the dual-career women in her study. They reduced dissonance by defining their dual-career pattern as favorable or advantageous to them and their families when compared to other alternatives available. Secondly, they established priorities among and within their roles. The salient roles are familial ones and if a conflict situation occurs between family and career demands, the family needs comes first. A third strategy employed was that of compartmentalizing work and family roles as much as possible. Leaving actual work and work related problems at the office would be one way to segregate one's work and family roles. Finally, they managed stress by compromising career aspirations to meet other role demands.

Dual-Career Family Development

Both families and work careers are dynamic changing over the years in both form and function. The dual-career family must be viewed within the context of change in order to understand fully the work-family linkage over the life course.

Developmental process in dual-career families differs from those in traditional single provider families. Development of dual-career family pattern affects the family's roles, relationships and functioning. Waite (1980) and Velsor & O'rand (1984) discussed a developmental approach based on the family life cycle concept. However, the life-change approach is too time or age dependent and prescriptive.

For this paper, the Family FIRO model (Doherty & Colangelo, 1984; Doherty, Colangelo, & Hovander, 1991) can be suitable to address the interdependent issue of dual-career family development and stress management. The Family FIRO model is not specifi-

cally time dependent and extends beyond the issues considered by other developmental models in that it deals not only with role formation post transition but also with issues of control and intimacy.

The Family FIRO model was derived from Schutz's (1958) Fundamental Interpersonal Relations Orientation (FIRO) theory, a social-psychological theory of small group interaction. The family version of the model was developed primarily as a tool for family assessment and therapy. It had not been applied specially to dual-career families or to family resource management issues.

There are three hierarchically ordered types of interactions— inclusion interactions, control interactions, and intimacy interactions— addressed by the Family FIRO model. The three types of interactions in the model are prioritized such that issues of inclusion need to be addressed before control issues which must be addressed before intimacy issues in optimum developmental process. In this way, these concepts are developmental sequelae, but are less time or age dependent than the stage concept of other developmental models. However, for ongoing relationships a specific causal sequence among the FIRO issues is not always hierarchically ordered; that is, intimacy problems do not always stem from control problems which in turn do not always derive from inclusion problems (Doherty & Colangelo, 1984). A cyclical image of family development conveys the idea that the family FIRO issues are never dealt with definitively and permanently; they cycle back again.

Inclusion interactions deal with the issues of organization, membership, and boundaries in the family. Inclusion in families concerns members' level of involvement in one another's lives, ranging from boundary less enmeshment on the one extreme to uncommitted disengagement on the other. Component concepts are structure, connectedness, and shared meaning. How dual-career family defines boundary

between work and family is a major factor in their stress management decisions. The family's perception of boundary ambiguity and the degree of absorption to their works accelerate family stress and conflict.

Control interactions deal with power and influence in the family during conflictual situations. Included components are issues of responsibility, discipline, power, decision making, and role negotiation (Doherty & Colangelo, 1984). Doherty, Colangelo, and Hovander (1991) place control interactions in families as occurring when family members perceive their needs as potentially competing. In an attempt to get their needs met, family members may use dominating (unilateral influence attempts), reactive (counteracting influence attempts), and collaborative control attempts (shared influence attempts).

In a dual-career family, conflict over role overload may be the grounds for challenges to the power of the husbands and wives. The possible link between wives' employment and power was suggested by Blood and Wolfe's (1960) comparative resource theory of marital power. According to Blood and Wolfe, power spontaneously accrues to an individual according to the resources he or she can make available to the other; wives' employment increases their marital power because it provides them with economic and other resources. Scanzoni (1978) also notes that a wife's income changes the family distribution of resources and, hence, her relative power in the marriage and family decision making.

Intimacy interactions deal with the issues of in-depth emotional disclosures and close personal exchange in the family. At one end of the intimacy continuum would be family members who relate to each other primarily in their normatively prescribed family roles a husband and wife, mother and father. At the opposite end of the continuum would be partners who frequently interact with each other as intimates and confidants in an I-Thou relationship that transcends

prescribed family roles (Doherty & Colangelo, 1984). Dual-career families need to be able to communicate with each other. Expressive sharing of positives and negatives helps to reduce tensions and create unity.

Effective communication precedes and contributes to effective problem solving and decision making (Deacon & Firebaugh, 1981). In the marital relationship partners are expected to share their deepest feelings, fears, longing and aspirations (Jourard, 1971). Jourard proposed that it is in sharing these feelings that couples find satisfaction in their communication and in their relationship. In the study of the effects of wife's working on husbands and wives, Burke and Weir (1976) found that working wives and their husbands actually communicated more than housewives and their husbands about pleasant feeling toward their spouses, feelings about their personalities, the household chores, wife's activities and work responsibilities, and about their sex relations.

III. Integrated Approach

Family resource theory views that the family is assumed to be a major resource transformation system, a major consumer of resources and a major creator and developer of human resources (Bubolz & Paolucci, 1976). From the Family FIRO model, family manages developmental change through the three core dimension of family interaction. The overriding goal for most dual-career families appears to be planning how to manage the meshing of their lives so as to achieve an equitable balance between work and family. Therefore resources must be allocated among multiple goals to meet the needs of the family and satisfy relationships (Deacon & Firebaugh, 1988; Paolucci, Hall & Axinn, 1977). The family FIRO model emphasizes importance of human resources for the effective use of other resources and provides the dimensions to create and develop interpersonal resources. A linkage between

family resource management and the Family FIRO model provide a complementary insight about family interactions in the instrumental and expressive dimensions of the family system while recognizing the potential contribution of resources and management ability as means in achieving the goal of the dual-career family.

The life style of dual-career family is different from those of traditional single provider family. Clearly, dual-career marriages press both partners to make adaptations that may not be required within more conventional marriages. Couples must often redefine gender-oriented activities and adapt emotionally to the stresses of new roles and expectations, since the need of the family may assume a different distribution than in more traditional family situations (Nadelson, 1981). Piotrkowski and Repetti (1984) points out that the most enduring dilemma stems from the internal conflicts of the employed woman, thus, the management of internal conflict may remain an ongoing psychological task for employed women.

To reduce tension and conflict in the dual-career family the Family FIRO model proposes to clarify family inclusion issues first because maintaining and developing dual-career family system requires reorganization of boundaries and role pattern. Pleck (1977) postulates the existence of asymmetrically permeable boundaries between work and family role for both men and women; for men, the demands of the work role are permitted to intrude into the family role more than vice versa, for women, the demands of the family role are allowed to impose on the work role more than the reverse. The asymmetrical boundaries interfere the development of symmetrical role allocation for husbands and wives (Voydanoff, 1987). The symmetrical role allocation implies a more balanced commitment to both work and family careers by husbands and wives (Scanzoni & Scanzoni, 1981). When dual-career couples resist changes in the direction of symmetrical

role allocation, especially, wives may feel that they are left out unfairly burdened from multiple roles. These conflicts may lead to more arguing and power struggle between husbands and wives. The Family FIRO model suggested that less permeable boundaries between work and family, the fewer resources shared which may lead to more family conflict and increased identity tension especially for women. To deal with the inclusion issues, the dual-career couples need to integrate their early socialization with their current values and goals so that personal identity and self-esteem can exist.

The demands of clarification of boundaries and role reorganization as input are directed to management system in dual-career families. For the stress management in the dual-career family, the Family FIRO model focuses on the interpersonal control, especially, between husbands and wives whereas resource management theory suggests managerial control between work and family. In this way the two theories are integrative dealing with functions of personal subsystem and managerial subsystem. Relationship between work characteristics and family stress and conflict may vary according to the extent to which individuals are able to utilize resource and exert control over them. Individuals having control on their work are expected to be better able to limit the negative effects of workload pressure and work role ambiguity on family life(Voydanoff, 1988).

The principal family resource involved in labor-force activity is time. As a fixed commodity, time allocated to employment is necessarily unavailable for other activities, including family activities. Time constraints imposed by having two careers in the family have inevitable ramifications for the frequency and quality of family interaction and for the division of labor within the family. Scarcity of time is especially problematic for parents of young children who simultaneously face high time demands for child care. One means of accomodating to the conflicting demands

of working and parenting is to reduce working time. Reducing family size is another reflection. Another indicator of the scarcity of time is the curtailment of domestic activities. Employed mothers spend considerably less time on housekeeping chores than do mothers not working outside the home(Robinson, 1977).

The presence of secondary earners is an important family resource in achieving economic security and well-being. Holmstrom(1973) reported that dual-career couples were willing to use money to help resolve overload strain. Hiring help, especially for child-care, is a common expense in this life-style. Couples also buy time in various other ways such as hiring outside help to do domestic work and purchasing labor and time-saving devices.

Another resource that emerges from the work-family connection is the development of a network of social contacts and relationships. Social supports become important family resources that are invaluable to working couples not only in terms of crisis, but also in managing day-to-day problems of living. Friends, neighbors, and relatives constitute an informal source of support for the two-provider family, but there are also formal ties to the community. Public and private agencies can be sources of information, child care, counseling, recreational activities and emergency aid (Rapoport & Rapoport, 1977).

Negotiation, compromising, and balancing between work and family are typical collaborative control orientation in dual-career families. The literature suggests that some dual-career couples negotiated work arrangements in an attempt to reduce or remove some of this lifestyle's stress. Flexible scheduling, job sharing, and split-location employment were used by dual-career couples to reduce the family's vulnerability to overload stress(McCubbin, 1979).

Some dual-career family members take a more reactive orientation toward stress, and cope by attempting to manage and improve their behavior to

better satisfy all of the lifestyle's demands. Epstein (1971) reported that flexibility and control over one's schedule in attempting to meet overload and time pressures were highly valued by the career persons.

Prioritizing and compromising are stress management strategies not only to deal with conflicts between roles but also in resolving competing demands within roles. Domestic overload, for instance, may be managed by deliberately lowering standards. One compromises ideal household standards because of constraints on time and energy in achieving them. The study suggests the importance of resources such as managerial abilities, flexibility, or organization in dual-career families (McCubbin, 1979).

Structurally, the domestic overload dilemma can also be managed within the family system by reorganizing who does what, with the husband and children taking on more of what traditionally has been the wife's responsibility. Perceived unfairness can stem from the partner's apparent unwillingness to compromise or from the sense of being taken advantage of during role negotiation (Doherty & Colangelo, 1984). According to the Family FIRO model, the use of dominating and reactive control strategies would lead to diminished intimacy for most couples. When dual-career couples aspire to a balance of influence rather than unilateral power position or reactive undermining of the other's power attempt, that is, the collaborative control interactions help to minimize their conflicts and differences in role expectations (Doherty, Colangelo, & Hovander, 1991). Symmetrical role allocation is an attempt to reduce overload and interference by shifting the responsibilities of work and family roles between husband and wife (Voydanoff, 1987). Symmetrical role allocation does not imply equality but suggests less emphasis on sex-based role norms and patterns of differentiation since both husband and wife work outside the home, and both share in the family work (Scanzoni & Scanzoni, 1981).

Stress resulting from simultaneously managing a job and family responsibilities may influence the emotional relationship between husband and wife. The hidden contract in most marriages contain certain implicit expectations regarding roles played by husbands and wives (Gowler & Legge, 1978). Only in very rare cases are both spouses equally committed to the dual-career lifestyle, with an internalized and emotional understanding of its implications (Yogev, 1982). Husbands may be verbally supportive of the wife's work but may not realize what that entails or cooperate in accommodating the family routine and sharing household work.

Family tasks in dual-career couples are strongly segregated by sex. Blood and Wolfe (1960) viewed that when wives are employed, the structure of employment time leads directly to a restructuring of time spent doing housework, and tasks are reallocated to the more available partner, may be the husband. However, Gillespie (1971) criticized Blood and Wolfe for treating the distribution of power in marriage as a private, interpersonal event without recognizing the limitations on the acquisition of power by women that stem from societal barriers to gender equality. Couples negotiate a division of labor which allows women to compensate for the time they spend away from the family and allows men to choose family work which is less threatening to their masculine selves (Weingarten, 1978). Men have not adopted the duties and responsibilities of women's traditional family work to the same degree as women have been sharing the provider role (Szinovacz, 1984). This asymmetry may limit the development of increased expressive exchange. Many career women do not complain that the disproportionate share of division is unfair, however, in other couples, this unequal division of family labor may cause marital problems and stress. Working mothers, in particular, are vulnerable to role overload in trying to meet the competing demands of a job and

family life(Rapoport & Rapoport, 1977). This overload often results in the requirement that children assist with the housework and in the process helping with the household task assignments(Elder, 1974; Propper, 1972). The issue of sharing in domestic and child care activities is relevant to underlying identity issues.

Strong spouse support is important both emotionally and for assistance in performing role responsibilities (Vannoy & Philliber, 1992). Emotional support may give these women the freedom to make a major commitment to their own career and to feel positively about their integration of work with family life. Lack of support can contribute to feeling inadequate in meeting role expectations, particularly in relationship to parenting responsibilities(Vannoy & Philliber, 1992).

Unresolved marital conflicts usually result in alienation and emotional withdrawal. Dual career couples are likely to withdraw from the marriage into their careers (Yogev, 1982). Such diversion of energy occurs gradually and is often unnoticed, but ultimately is at the expense of intimacy and marital satisfaction (Yogev, 1982). Interpersonal relationship accomplishment are likely to be perceived somewhat more subjectively. If one partner feels a greater degree of commitment to the relationship than is perceived to be present in one's spouse, feelings of vulnerability can result. In dual-career marriage, turning to work and away from the relationship is a common result of the felt vulnerability in regard to perceived lack of spouse commitment(Doherty & Colangelo, 1984). To regain the sense of intimacy, the Family FIRO model proposes to be attentive to the inclusion issues. The couples who are able to realign their mutually acceptable inclusion patterns including clarification of boundaries and consensus about role organization, and who engage in constructive, collaborative control negotiations over their differing needs and expectations are apt to experience qualitative improvements in marital intimacy

(Doherty, Colangelo, & Hovander, 1991).

The sense of intimacy as interpersonal resource would provide feedback to dual-career family system as input and affect their stress management decisions. The intimate couples tend to have a shared meaning and value in their lifestyles and are able to establish a realistic goal to achieve a balance between work and family. The enhanced interpersonal relations provide feedback to their function of personal subsystem and contribute to managerial ability and consequently, family satisfaction as an outcome. Resources such as open communication, empathy, emotional reassurance, support, sensitivity to other's feelings, and willingness to negotiate would serve a stress mitigating function and strengthen marital relationship in dual-career family. The goals of achieving balance between work and family and family satisfaction as met demand are a desirable outcome in dual-career families.

IV. Implication

The paper proposes that the integrated approach of the family resource management theory and the Family FIRO model of development(Doherty and Colangelo, 1984) is useful to guide researchers, educators, and clinicians who work with dual-career families.

Family resource management is inadequate when used alone. It does not address developmental issues in families and lacks definition of power and conflict issues that may surface in exchange relationships. Traditionally, resource management theory has primarily been centered on the management functioning (instrumental dimension) although both the instrumental and expressive dimension comprise the family system. They have been recognized as interdependent and not mutually exclusive. Nichols et al.(1971) indicated that a realistic assessment of the family system and its management has recognized that family well-being is a function of its member's performance in

indicating instrumental and expressive roles.

The Family FIRO model provides a complementary explanation about how dual-career families manage their stress and how family interactions are connected to their development as a family unit. The model emphasizes that in studying stress management of dual-career families it is vital not only to know the management strategies but also to know how family interactions are organized and these interactions influence dual-career family system. The amount and type of resources available to dual-career families have direct repercussion for the functioning of the family. However, existing knowledge and understanding about the resources of dual-career families are far from complete. Research needs to be undertaken not only on the availability of particular resources but on the development of psychological resources integrating of work and family roles through family interactions.

Time management issue is extremely helpful for understanding the values, priorities and dynamics of dual-career marital relationship because time constraints necessarily limit the number of joint activities dual-career couples can engage in with their children and with each other. The conflicts between work and family roles tend to juggle in a time-budgeting process that is often unsatisfactory. Many dual-career couples feel that intimacy has diminished through the years. This becomes a problem when everyday responsibilities leave the marital couple no 'emotional time'(Yogev, 1982). The emotional time means time in which they can be together and intimate. The therapist can help the couples to work out a time schedule for being together and having emotional time, i.e., for having the emotional components of their relationship built into their regular daily and/or weekly time schedule (Yogev, 1982).

The therapist's goal in working with dual-career couples is to help the couples negotiate role expectation which takes into account each spouse's particular needs

and emotions. Explaining to the couple that marriage is a process which is constantly changing is helpful, since it puts a positive emphasis on the necessity for changing behaviors and attitudes. Clarification of boundary and attitudes about the relative importance of parental and professional roles are crucial in helping individuals develop a reasonable integration of their work and family roles.

Family life educators need to understand the connotation of change in both work and family activities and the interdependence of family roles as family develops. They should be aware of the assumption and importance of management in dual-career family life. Conscious goals and management processes can improve the effectiveness with which human resources are developed and the efficiency in the use of material resources. An important role of the educators is in assisting students and participants to understand the function of and the interdependence of personal and managerial subsystems of the family.

Integrated approach of the family resource management and the Family FIRO model is also useful to the Korean dual-career families. Since the family resource management theory is already well-known in Korea and conceptualized on family stress management (김정옥, 박순희, 1990). Applicability of the Family FIRO model and the integrated approach to the Korean dual-career families will be discussed.

The strength of the Family FIRO model is its focuses on interactional domains that a family must struggle with anew each time it undergoes developmental change. In addition, the Family FIRO model is not culture specific(Doherty, Colangelo, & Hovander, 1991). According to the Family FIRO model, family accomplishes its major functions managing family transitions and ongoing stress through the hierarchical interaction process of inclusion, control, and intimacy across life cycle. Thus intimacy is impossible in the presence of major unresolved control struggles and that

control struggles are generally unresolvable when the family suffers from inclusion issues such as ambiguity about membership or high levels of enmeshment or disengagement (Doherty, Colangelo, & Hovander, 1991).

In the discussion of stress management of the Korean dual-career families, focusing on interpersonal processes occurring family members is meaningful to understand the expressive family functioning. Because the emotional and interactional process of the families have a great impact on their stress management decision.

The hierarchical priority setting proposed by the Family FIRO model is useful for the Korean family practitioners and educators to help the dual-career families. As Korean society clings to the traditional sex role stereotyping, the resolution of inclusion issue is especially important to the Korean families. When the Korean dual-career families experience fundamental transitions or changes such as childbearing the inclusion issue of changed family structure, role reorganization, and a new shared meaning of being a family should be given the highest priority for successful resolution. Family practitioners need to facilitate establishing mutually acceptable inclusion patterns between partners to accommodate dual-career lifestyles.

Different role expectations and needs are likely to be accompanied by control struggles between spouses. Korean husbands and wives may have much stress in their identity and role concept. However, power struggles between Korean husbands and wives may not be intense except a few couples because society legitimates men's power. Accordingly, husbands' unilateral interaction patterns may not necessarily damage intimacy between the Korean spouses. For the Korean dual-career couples, their marital intimacy may be more influenced by the underlying inclusion problems than by control interaction patterns. The couples who are not adaptable in clarification of boundary and who

have lack of commitment to their relationship may foster intimacy problems. Ambiguous boundary and asymmetrical role allocation accelerate wives' role overload and inner conflict. Family practitioners need to help the couples engage in collaborative role negotiation and consequently enhance their emotional exchanges.

Integrated approach of family resource management theory and the Family FIRO model offers a broader way to examine the family's management of resources and stress. Development of interpersonal resources is especially important for the Korean families in dealing with stress because sex role is strongly segregated. Korean researchers and family practitioners need to be concerned about the role of the emotional interactional process of the families in the stress management strategies of the dual-career families. As discussed in earlier section human resources hold the most untapped potential to help create more material and environmental resources or to make better use of the resource available. Helping the dual-career families in the issue of stress management is possible when the Korean researchers and family practitioners understand the interdependence of expressive and managerial family functioning and when they provide the priority in family interactions suggested by the Family FIRO model to develop and enhance interpersonal functioning. In addition, the need for resources in the Korean dual-career families requires interaction with people outside of families such as kin, friends and neighbors. When the Korean dual-career families can develop interpersonal resource and utilize social resource they may accomplish successful management of stress that is inherited in their lifestyles.

Although the integrated approach of family resource management theory and the Family FIRO model is useful in the discussion of the stress management of dual-career family the limitation lies in that it does not explicitly deal with the dual-career families' stress

in the environmental context. The conceptualization of the extrafamilial system is important for looking at stress management, especially, in Korean dual-career families. Because resources (including human and nonhuman) are not only managed by individuals they are also created and shared across various levels of ecosystem. Larger systems such as Korean society and culture impact the family in both direct and indirect ways. Understanding of the societal norms and cultural values that impact the concept of family's role, value, and power is helpful to understand family interactional relations and stress management style. Thus, inclusion of ecosystem framework is proposed. Exploring the stress management issues of the dual-career families in the context of ecosystem will provide more comprehensive understanding.

V. Conclusion

Families are dynamic systems, thus resources and relationships change and are changed by the family system over time. Within the framework of resource management and the Family FIRO model, stress management provides understanding internal process of family interactions in dual-career families. The interdependent approach also provides understanding of the societal norms and cultural values that impact the dual-career family's interaction pattern.

Much of the stress of work for dual-career families is socially determined a consequence of sex role stereotyping. The conflicts between work and family roles are seldom resolved, because of the traditional division of labor within the family.

To alleviate the stress faced by dual-career families a number of management strategies are employed: establishing priorities for work and family responsibilities, flexible working hours, substitute child care, using familial and external resources, clarification of boundary and role reorganization, establishing collaborative

control pattern, and symmetrical role allocation. Insight into stress management strategies in dual-career families can be achieved when emotional and interactional process of family are understood as dual-career families maintain and develop. Ambiguous boundary and commitment on work roles may lead to control struggle between husband and wife which may consequently lead to diminished intimacy and to less commitment.

A dual-career family constructs a reality based on shared meanings and role expectations inside the family. Where there is greater shared meaning in values of the two-partners forming the dual-career family there may be more consensus on the ways stress will be managed. Those shared meanings are influenced by the world outside the family. The connection between work and family can not be viewed apart from their environmental context.

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