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DUAL-CAREER COUPLES

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This bibliography contains selected articles concerning all aspects of the dual-career couples phenomenon from professional periodicals in the GAO Technical Library published from 1979 to 1983.

The articles address the impact of dual-career couples on the personnel policies of corporations, the problems of relocation, the geographic separation style of living, domestic adjustment, child rearing, finances, anxieties, etc. Personal narratives, with a few exceptions, have not been included.

Copies of this bibliography may be obtained from the Office of Library Services, Technical Library Branch, Room 6536, or by calling 275-5180.

Bebbington, A.C. "The Function of Stress in the Establishment of the Dual-Career Family." Journal of Marriage and the Family, 35, No. 3 (Aug. 1973), 530-537.

A reexamination of data identified by Rappaport and Rappaport comparing it with similar data from couples in traditional partnerships. Since an outstanding characteristic of dual-career families is the high degree of stress they experience, the basic question asked is the reason why certain couples adopt this lifestyle. An answer is provided in terms of precise understanding of the stress experience of an individual.

Berger, Michael, et al. "You and Me Against the World: Dual-Career Couples and Joint Job Seeking." Journal of Research and Development in Education, 10, No. 4 (Summer 1977), 30-37.

Based on a study designed to obtain data on the job-seeking experiences of dual-career couples. Concludes that the initial strategy decided on by the majority of couples was egalitarian in theory, but in practice the state of the job market was most often the deciding factor. Consequently, the final decisions tended to be the traditional one of the husband's career taking precedence over that of the wife.

Bickersteffe, George. "Have Spouse, Will Travel (If You Find Us Both a Job)." International Management, 37 (Mar. 1982), 21-22, 26.

A few U. S. companies are using transplacement as a means of getting married managers to accept a move which involves finding the spouse of the relocated manager a job comparable to the one he or she had at the old location. This issue is becoming of growing importance with the increase in the number of two-career families. Some companies have cut down on relocations due in large part to the cost involved. Some corporations try to find new jobs for both spouses if they both work for the same company and one is being transferred.

Bryson, Rebecca, Jeff B. Bryson and Marilyn F. Johnson. "Family Size, Satisfaction, and Productivity in Dual-Career Couples." Psychology of Women Quarterly, 3, No. 1 (Fall 1978), 67-77.

Analyzed the responses of 196 couples to a series of questions regarding domestic satisfaction, job satisfaction, and productivity. Both spouses were members of the American Psychological Association. The analysis concerned the function of years since final degree and number of children in the family. There were consistent differences between the sexes in responses to the questions, indicating that wives were less satisfied and less productive than husbands in these couples. However, prior differences between groups in age, years since final degree, and rate of full-time employment disallowed any meaningful interpretations of these differences. Significant interactions indicated that wives in dual-career couples bear a disproportionate share of the burden for child care. Influences of family size on satisfaction with rate of advancement and freedom to set long-term career goals were also noted.

Cardwell, James W. "The Other Side of Relocation--Relocating the Spouse." Personnel Administrator, 25, No. 9 (Sept. 1980), 53-56.

The personal and emotional side of relocation should be acknowledged by recruitment and relocation people, especially in this age of dual-career marriages. Companies are being pushed not only to help the couple make the move financially and physically but also to help the spouses pursue their careers.

"Commuting: A Solution for Two-Career Couples." Business Week, 3 April 1978, pp. 66-68.

Marriages involving geographically separated partners are flourishing in all the cities surveyed by Business Week. One generalization emerged--a commuting marriage works best if at least one partner is self-employed or holds a position that provides a good deal of independence. All of the commuting couples agreed that their arrangement gives them additional time for their jobs. The couples with children agreed that special arrangements were needed to provide for their successful rearing; they felt that child rearing could be handled in a commuting situation.

Cox, Allan. "The Married Executive Has the Edge." Across the Board, 20, No. 1 (Jan. 1983), 20-25.

Among top executives, 21 percent say their spouses work full-time, 17 percent part-time. Fifteen percent of their spouses do not work but plan to enter the job market. Departure from traditional job roles within the marriage of some older top executives can lead to traumas in their personal and corporate lives. The majority of executives, both top and middle, still consider their jobs as the most important ones within the family unit. Top executives appear to be stauncher about this than middle managers.

Coyle, Joseph S. "Getting a Handle on the Urge to Splurge." Money, 8, No. 1 (Jan. 1979), 40-43.

Although the two-income household is richer than ever dreamed, it is also poorer than it thinks. When wives work, the families undergo a range of adjustments that few households are adequately prepared for, or even aware of.

Derr, C. Brooklyn and Claire Jacob Turner. "Careers in Collision? The Changing Role of the Executive Wife." Business, 32, No. 2 (Apr.-June 1982), 18-22.

One of the more obvious questions that is rarely discussed regarding the role of executive wife is how her career impacts that of her husband. After interviewing 154 male naval officers and 25 wives in five different military subcommunities, it was found that five groups of wives existed: blind supporters, insiders, deferred gratifiers, accommodators, and careerists. Suggests that these five types of wives may in fact mirror five emerging categories of husbands. Research also implies that deferred gratifiers and careerist wives are career detriments to their husbands.

Driessnack, Carl H. "Spouse Relocation: A Creative Approach to Recruitment and Employee Transfer." Personnel Administrator, 27, No. 12 (Dec. 1982), 59-65.

The two-salaried family, a growing fact in the United States, can make it difficult for organizations to recruit or transfer high-potential managers to new areas. A wife who moves automatically when the husband is transferred is becoming a thing of the past. To be successful in a spouse relocation program, there are a number of things that must be done. The program must include (1) a full assessment of the spouse's background, experience, education, and skills, and discussion to outline career objectives and possibilities; (2) preparation and printing of a resume directed toward achieving their goals; (3) developing a marketing strategy, including training in writing effective letters, learning how to develop contacts, etc.; and (4) follow-up, providing encouragement, persuasion, and assistance to the spouses as they work their campaigns through to completion. The need for help in the area of spouse relocation will vary from company to company, largely dependent upon the number of recruitments and transfers made.

Firestone, R. Darlene. "Relocating Women Managers: Can Your Company Meet Their Needs?" S.A.M. Advanced Management Journal, 46, No. 2 (Spring 1981), 40-46.

While today's women managers recognize relocation as a means to professional advancement, they have other priorities that businesses must consider if they are to convince their women executives to make a move. Many corporations are tempting their managers with relocation benefits addressed to their lifestyles and financial needs. The most difficult problem for companies in this area involves dual-career couples.

Flynn, Randolph and Judith U. Litzeinger. "Careers without Conflict." Personnel Administrator, 26, No. 7 (July 1981), 81-85.

Suggests that dual-career couples need to plan career selection if both partners are to be able to follow successful career paths. Since transfers can cause problems when couples pursue careers with different organizations, they may satisfy their career needs by both working for one organization. Further suggests that failure to engage in career planning can cause dissatisfaction on the part of the partner who accedes to the demands of the spouse's career path and can result in dissolution of the marriage.

Foster, Martha A., Barbara Strudler Wallston and Michael Berger. "Feminist Orientation and Job-Seeking Behavior Among Dual-Career Couples." Sex Roles, 6, No. 1 (1980), 59-65.

Examines the relationship between a feminist orientation and job-seeking behavior in a sample of dual-career couples who had engaged in joint job seeking, specifically, whether persons who considered themselves feminists would be more likely to employ non-traditional or egalitarian strategies during the process of joint job seeking.

Frank, Robert H. "Family Location Constraints and the Geographic Distribution of Female Professionals." Journal of Political Economy, 86, No. 1, (Feb. 1978), 117-130.

A smaller fraction of professional men live in two-career families than do professional women. The restriction that couples accept jobs in the same geographic location thus weighs more heavily against professional women than against professional men. Presents a probabilistic model of the placement process which predicts the geographic distribution of female professionals that would be observed in the absence of employer discrimination. This distribution is more proportionally concentrated in large urban markets.

Gilmore, Carol B. and William R. Fannin. "The Dual Career Couple: A Challenge to Personnel in the Eighties." Business Horizons, 25, No. 3 (May-June 1981), 36-41.

Companies which employ one or both members of a dual-career family are faced with new problems in human resources management. Employee recruitment and selection is greatly affected by dual-career considerations. Dual-career families do not view an individual offer alone. This challenges the traditional recruitment and selection techniques that emphasize the individual. Policies against nepotism may cause problems. Transfer to a new location may present a crucial career decision. Scheduling and training and development are other areas affected by the trend toward dual-career couples. Companies will have to address the special needs of dual-career couples and review their personnel policies.

Gingrich, Denise Dwight. "The Dual Career Couple Dilemma." Journal of College Placement, (Winter 1982), 26-30.

Maintains that college programs need to address the needs of students who are concerned about how their love relationships can grow harmoniously with their careers. Sets forth a three-step model used as a basis for two pilot workshops for Gettysburg College undergraduate students, ages 19 to 22. Believes that individuals who learn early what to expect from a dual-career couple lifestyle and how to grow with it will be acquiring knowledge that will be helpful in a meaningful relationship.

Gould, Sam and James D. Werbel. "Work Involvement: A Comparison of Dual Wage Earner and Single Wage Earner Families." Journal of Applied Psychology, 68, No. 2 (May 1983), 313-319.

Job involvement and organizational identification were studied among 286 municipal employees in a large southern city. Both job involvement and organizational identification were found to be lower among male subjects whose spouses were employed than among male subjects whose spouses were not employed. For subjects whose spouses were employed, job involvement and organizational identification were found to be higher for those with children than it was for childless subjects.

Greiff, Barrie S. and Preston K. Munter. "Can a Two-Career Family Live Happily Ever After?" Across the Board, 17, No. 9 (Sept. 1980), 40-47.

Notes that more and more executives and their spouses make the choice of dual careers due to a deep and personal need for fulfillment outside the home and family. States that the dual-career arrangement is an outgrowth of technology which has altered organizational, personal, and family life. Critical factors responsible for dual careers include, (1) the desire of both men and women to achieve a better way of life; (2) the feminist movement; (3) equal opportunity laws and community programs; (4) less dependence on a single pay check; (5) the rising divorce rate among executives; and (6) the financial burden of retirement.

Gross, Harriet Engel. "Dual-Career Couples Who Live Apart: Two Types." Journal of Marriage and the Family, 42, No. 3 (Aug. 1980), 567-576.

Analyzes the rewards and strains associated with the lifestyle of dual-career couples who live apart. The analysis of interviews with 43 spouses, representing 28 marriages, suggests that the heritage of traditional marriage norms affects spouses' views of their own roles in these nontraditional marriages.

Guillet, Denise R. "Getting Employees to Relocate... When They Won't." Administrative Management, 41, No. 10 (Oct. 1980), 43+

Changing values, the changing role of women, dual-career families, and economic constraints are basically the four reasons why employees are against relocation. Relocation management companies act as a liaison between employers and employees and are experts in all areas of relocation.

Gurtin, Lee. "The Dual Career Family: A Modern Dilemma." Managing, No. 2 (1982), 31, 35-36.

Asserts that corporate personnel officers, corporation managers, counselors, and placement directors need to strive for policies that are more open-ended and flexible in order to deal effectively with the problems of the increasing numbers of dual-career families.

Haight, Gretchen Griffin. "Job-Transfer Survivors." Across the Board, 20, No. 11 (Dec. 1983), 20-26.

Catalyst, a nonprofit New York-based organization founded to advance the careers of women in management, conducted a study that looks beneath the surface of company policy and employee acceptance to see how people really feel about relocation. The trend of resistance to moving is likely to get stronger because of the growing number of dual-career couples. The company faces the immediate question of whether to provide job-search assistance for the employee's spouse or income replacement for the months he or she is out of work. Some company managers feel that this type of assistance means the company would be getting too involved in employee's personal lives, and the managers are therefore reluctant to do anything.

Hall, Francine S. and Douglas T. Hall. "Dual Careers--How Do Couples and Companies Cope with the Problem." Organizational Dynamics, 6, No. 4 (Spring 1978), 57-77.

Probes the impact of dual careers on families and corporations. Couples can more easily cope with problems if they make a mutual commitment to both careers, maintain flexibility in personal and job situations, and develop a mechanism to cope with problems. The best strategy for the corporation is maintaining flexible career development tracks and having spouse involvement in career planning.

Hardesty, Sarah A. and Nancy E. Betz. "The Relationship of Career Salience, Attitudes Toward Women, and Demographic and Family Characteristics to Marital Adjustment in Dual-Career Couples." Journal of Vocational Behavior, 17, No. 2 (1980), 242-250.

Investigates predictors of levels of marital adjustment in dual-career couples. Husbands and wives in 42 dual-career couples completed the Greenhaus Career Salience Scale, the Attitude Toward Women Scale, the Dyadic Adjustment Scale, and a demographic information questionnaire. Results indicate that (1) the couples reported relatively high levels of marital adjustment, relatively profeminist attitudes toward women, and moderate levels of career salience; (2) higher levels of marital adjustment in both husbands and wives were found in couples in which the wife was more highly educated and which had relatively high combined incomes; (3) greater marital adjustment in husbands was related to higher levels of career salience among wives. Discusses implications for further research on dual-career couples and for the successful integration of career and family roles.

Harris, Marlys. "Keeping a Working Marriage Working." Money, 8, No. 1 (Jan. 1979), 45-48.

Interviews with dual-career couples on how they cope with conflicting schedules, household chores, money, and child care.

Hershman, Arlene and Mark Levenson. "The Big Clout of Two Incomes." Dun's Review, 113, No. 4 (April 1979), 43-48.

Provides an up-to-date profile of the two-income family. The profile that emerges is of a group that is vast in numbers, well-off, young, and well-educated. Data indicate working wives share in buying decisions. The two-income couple saves less than the one-income family, and they have fewer children.

Hiller, Dana V. and William W. Philliber. "Predicting Marital and Career Success Among Dual-Worker Couples." Journal of Marriage and the Family, 44, No. 1 (Feb. 1982), 53-62.

Reviews research which is both supportive and skeptical of the assumptions of theories concerning stress created in marriages where the wife's occupational achievements exceed the husband's. A theory is posited to explain which couples will or will not succeed in this circumstance.

Holahan, Carole K. and Lucia A. Gilbert. "Conflict between Major Life Roles: Women and Men in Dual Career Couples." Human Relations, 32, No. 6 (June 1979), 451-467.

Investigates the pattern of career aspirations in women using the response of 28 dual-career couples to a questionnaire. These couples as a group reported a moderate level of role conflict and a high level of career commitment, self-esteem, spouse support, and life satisfaction. They seem to represent that minority of dual-career marriages that are able "to keep it together" in the face of the odds against it.

Hopkins, Jane and Priscilla White. "The Dual-Career Couple: Constraints and Supports." The Family Coordinator, 27, No. 3 (July 1978), 253-259.

Attempts to sensitize family practitioners to the problematic aspects of the dual-career lifestyle. Suggests strategies practitioners can use to assist dual-career families in coping with the constraints and problems of their lifestyle.

Hunt, Janet G. and Larry L. Hunt. "Dilemmas and Contradictions of Status: The Case of the Dual-Career Family." Social Problems, 24, No. 4 (Apr. 1977), 407-416.

Examines dilemmas and contradictions of status generated by two careers combined in a single nuclear family and attempts to show that a career is not an individual phenomenon, but it is a lifestyle based on status-group membership and position within the family. The advocacy of dual-career families, it is argued, recognizes the barrier the family creates for women's personal achievement, but it has failed to assess adequately the supportive role of the family in the personal achievement of men. Social policy concerned with effecting changes in patterns of sexual inequality must look beyond fitting two careers into nuclear families. Suggestions are offered toward a solution.

Hunt, Janet G. and Larry L. Hunt. "The Dualities of Careers and Families: New Integrations or New Polarizations?" Social Problems, 29, No. 5 (June 1982), 499-510.

Examines the prevailing assumption that the dual-career family is the vanguard of new and more symmetrical forms of work and family integration. It is argued that (1) careers and families have been integrated in the past by a sex-role division of labor that compensated for men's career involvement with women's confinement to the home, (2) dual careers are a historically specific variation of the "idle wife" pattern, (3) careerism in the future is likely to become associated with nonparenting rather than symmetrical families. This will involve a growing polarization of career-centered and family-centered lifestyles and a widening gap between the two family types in standard living. Concludes that the type of family policy needed to reduce this polarization must recognize the family as more than a personal lifestyle option and promote and protect the family unit as the nurturer of values and qualities essential for humane societies.

Hunsaker, Johanna S. "Work and Family Life Must Be Integrated." Personnel Administrator, 28, No. 4 (Apr. 1983), 87-91.

States that the two systems, work and family, are in a dynamic state of flux. However, they are not necessarily integrated. Organizations should plan action-adaptation strategies for a successful work/family integration.

Husar, Willa R. and Claude W. Grant. "A Study of Husbands and Wives from Dual-Career and Traditional-Career Families." Psychology of Women Quarterly, 3, No. 1 (Fall 1978), 78-89.

Compared husbands and wives of dual-career families with those of traditional-career families on the variables of inner-direction, self-actualizing values, existentiality, self-regard, and self-acceptance. Also, comparisons between the two sets of couples were made on shared and unshared interests. Findings indicate the husbands and wives of dual-career families do not differ in major ways from those of the traditional-career families. However, in every instance of difference the husbands and wives of dual-career families are more inner-directed and flexible in applying personal values than husbands and wives of traditional-career families.

Johnson, Colleen Leahy and Frank Arvid Johnson. "Attitudes Toward Parenting in Dual-Career Families." American Journal of Psychiatry, 13, No. 4 (Apr. 1977), 391-395.

The authors interviewed 28 dual-career families with young children and found that the wives and mothers experienced difficulties with respect to the proliferation of role demands in both home and job situations. Discusses the techniques used by these families to resolve role strain.

Johnson, Greg. "Two-Career Couples: Asking for Trouble?" Industry Week, Dec. 13, 1982, pp. 42-48.

Corporations are becoming aware of the fact that more couples have dual careers and must accommodate the needs of employees whose spouses also have careers. Some examples of successful two-career couples are presented.

Kessler, Ronald C. and James A. McRae, Jr. "The Effect of Wives' Employment on the Mental Health of Married Men and Women." American Sociological Review, 47, No. 2 (Apr. 1982), 216-227.

Presents evidence from a national survey which shows a negative effect of wives' employment on husbands' mental health but a positive effect on the wives' mental health. Investigates the determinants of these effects and speculates on their implications for trends in the relationship between gender and emotional well-being. The data came from a survey of 2,440 U.S. adults, 21 years and older, administered in 1976 by the Survey Research Center at the University of Michigan. This paper is restricted to white members of married couples in which the husband is currently employed.

Knically, Howard V. "Employee Relations: It's a Whole New Ball Game." Dun's Business Month, 119, No. 4 (Apr. 1982), 121-124.

States that profound change will influence the ways in which companies relate to their employees during the 1980's, among which are those concerning dual-career couples. New or transferred employees often demand that employers help spouses find jobs, a task that has often been very difficult. Package deals are cropping up in which the employer not only promises, but guarantees, to find a job for a new employee's spouse.

Kopelman, Richard E., Lyn Rosensweig and Laura H. Lally. "Dual-Career Couples: The Organizational Response." Personnel Administrator, 27, No. 9 (Sept. 1982), 73-78.

Although statements of suggested organizational practices are numerous, little research has systematically examined what organizations are doing to lessen the problems of the dual-career couple. The results of present research indicate that companies should take a closer look at their human resource policies and practices in light of dual-career couple concerns. Presents research which posits that organizational practices and sensitivity to the problem of the dual-career couple will vary depending upon (a) the proportion of female employees in the organization and (b) the proportion of female-exempt employees in the organization. Tests hypotheses based on this premise.

Lasden, Martin. "Career vs. Family--Are You Being Pulled Apart?" Computer Decisions, 14, No. 1 (Jan. 1982), 127+.

A survey in 1981 found that more than 50 percent of the 900 data processing managers surveyed believed their careers have seriously interfered with their family life. Striking the right balance between career and family obviously becomes a lot trickier when there's a spouse's career to think about. The two-career household should emphasize the quality rather than the quantity of time spent with spouse and children.

Lazear, Edward P. and Robert T. Michael. "Real Income Equivalence Among One-Earner and Two-Earner Families." American Economic Review, 70, No. 2 (May 1980), 203-208.

Describes spending pattern differences between one and two-earner families and discusses efforts to convert nominal income into comparable real income units. Concludes that nominal income differences between one and two-earner families far overstate differences in standards of living.

Lee, Nancy. "The Dual Career Couple: Benefits and Pitfalls." Management Review, 70, No. 1 (Jan. 1981), 46-52.

States that a marriage in which both partners work can produce problems and that couples have to work harder to make their marriage a success.

Leuthold, Jane H. "Taxation and the Consumption of Household Time." Journal of Consumer Research, 7, No. 4 (Mar. 1981), 388-394.

Empirically examines the impact of taxation on the allocation of time within households to market work, home production, and child care. Used cross-section data on a sample of two-earner families. Taxes are found to have little effect on the two-earner family's allocation of time, compared with other factors such as the number and ages of children in the family.

Long, James E. and Ethel B. Jones. "Married Women in Part-Time Employment." Industrial & Labor Relations Review, 34, No. 3 (Apr. 1981), 413-425.

Deals with three aspects of the part-time employment pattern of working wives: (1) the wives' characteristics, (2) the level and structure of their earnings in part-time jobs, and (3) the duration of their employment when part-time jobs are available to them. Uses multivariate analysis to determine if the variation in the incidence of part-time work found in other studies persists when earnings potential, fertility, family income, and other factors that may vary by age or race are held constant.

McCauley, Mary Beth. "Promotions: A Moving Experience." Harper's Bazaar, (Oct. 1981), 108-112.

Couples and corporations alike call relocation one of the most serious problems facing today's two-career families. As the number of wives who work reaches an estimated 75 percent in the next decade, relocations will routinely involve more and more couples. Fewer and fewer wives are willing to concede "his job comes first." Corporations are showing growing concern for the dual-career couple although only a small fraction of the companies have adopted formal policies of helping a "trailing" spouse find employment in a new city. Nearly a third are willing to assist if an employee asks. Most corporate help is of the informal variety, handled on a case-by-case basis.

Madden, Janice Fanning. "Urban Land Use and the Growth in Two-Earner Households." American Economic Review, 70, No. 2 (May 1980), 191-197.

Analyzes "the net effect of income, commuting costs, and housing composition on the household's choices of house size, house location relative to employment location, and other housing characteristics for two-earner and one-earner households." Concludes that the "residential land use effects of increased labor force participation of women will occur indirectly through the effects of that participation on household income and household size."

Magnus, Margaret and John Dodd. "Relocation: Changing Attitudes and Company Policies." Personnel Journal, 6, No. 7 (July 1981), 538-548.

The Employee Transfer Corporation (ETC), a Chicago relocation firm, reports that for 4 years there has been a decrease in the number of transferred employees who would be willing to relocate again. In addition to the usual financial and psychological problems, the two-career couple has the additional problem of protecting a double income, psychological commitment to dualcareer goals, and cultural changes in the family structure. Spouse assistance is becoming an essential part of the relocation package.

Magnum, William T. "What Mortgage Rates Are Doing to Executive Mobility." Administrative Management, 43, No. 2 (Feb. 1982), 59+

According to a recent survey, an inflated real estate market, among other factors, is causing a dramatic change in relocation acceptability. Salary considerations are still significant in relocation decisions in two-career families, but mortgage issues have gained greater prominence. Mortgage assistance is the top inducement to relocation.

Maples, Mary F. "Dual Career Marriages: Elements for Potential Success." Personnel and Guidance Journal, 60, No. 1 (Sept. 1981), 19-23.

Examines the uniqueness of family and work relationships in dual career marriages and attempts to describe various ingredients that appear to lead to success in these partnerships.

Matthaei, Julie A. "Consequences of the Rise of the Two-Earner Family: The Breakdown of the Sexual Division of Labor." American Economic Review, 70, No. 2 (May 1980), 198-202.

Analyzes the rise of the two-earner family and places them within a conceptual and historical framework, arguing that they represent the breakdown of the sexual division of labor. Social activities, particularly "work," construct the individual worker's identity. As the basis of the traditional marriage is eroded, a new conception of marriage is emerging, the "companion marriage." The rise of the two-earner family represents an early stage of the breakdown of the sexual division of labor.

Mautin, Thomas W., Kenneth J. Berry and R. Brooke Jacobsen. "The Impact of Dual-Career Marriages on Female Professional Careers: An Empirical Test of a Parsonian Hypothesis." Journal of Marriage and the Family, 37, No. 4 (Nov. 1975), 734-742.

Reports results of a 5-year longitudinal study testing the Parsonian hypothesis predicting the mutual destructiveness of dual-career marriages. Research is directed at determining the effects of occupationally specific dual-career marriage on the career patterns of female professionals. The study is centered on academic sociologist husbands, their sociologist wives, and other female sociologists in the profession.

Maynard, Cathleen E. and Robert A. Zawacki. "Mobility and the Dual-Career Couple." Personnel Journal, 58, No. 7 (July 1979), 468-482.

Geographic mobility has become a critical issue in the realm of dual-career families. The traditional solution to beckoning career opportunities has been to discourage women from any serious career pursuit. However, the situation may be slowly changing. Studies by Larry Long and Dun & Bradstreet point out that men with working wives are consistently less inclined to make long-distance moves, and increasingly, employees are refusing to relocate. Personnel managers should examine their personnel policies in light of the increasing number of dual-career couples. Only a dramatic change in business policy can ease the transfer dilemma of dual-career couples.

Michman, Ronald D. "The Double Income Family: A New Market Target." Business Horizons, 23, No. 4 (Aug. 1980), 31-37.

The increasing number of families with two incomes and the greater number of professional wives now in the work force are causing socioeconomic changes which affect spending patterns. Marketers are becoming increasingly aware that the double income family is an important new target market. The importance of this cannot be underestimated. Includes the buying patterns of the different age groups of the double income families.

Mooney, Marta. "Does It Matter If His Wife Works?" Personnel Administrator, 26, No. 1 (Jan. 1981), 43-49.

Economic and behavioral theory research predicts that the job performance of married men is affected by two-earner household status. In a study based on 238 one-earner and two-earner families over a 5-year period, it was found that two-earner families tend to work fewer average annual hours, take longer or more frequent vacations, spend less time commuting to work and change jobs more readily.

Mooney, Marta. "Wives' Permanent Employment and Husbands' Hours of Work." Industrial Relations, 20, No. 2 (Spring 1981), 205-211.

Investigates work hour levels among a representative sample of stable one-earner and two-earner family men over a 5-year period. Findings suggest that the rise of married men in the labor force may be reinforcing the trend towards a more leisure-oriented male work force.

Moore, Didi. "The Perils of a Two-Income Family." New York Times Magazine, Sept. 27, 1981, pp. 91-96.

Many two-income families are looking for new ways to manage their money and adjust to the new balance of power. In the happiest relationships the politics of money are ever present, particularly when husband and wife are earning unequal salaries. Sets forth some of the systems used to handle finances.

Parker, Marolyn, Steven Peltier and Patricia Wolleat. "Understanding Dual Career Couples." Personnel and Guidance Journal, 60, No. 1 (Sept. 1981), 14-18.

Presents an overview of the literature delineating the variables associated with a dual career lifestyle, including the numerous benefits or incentives and the common conflicts and stress factors. Describes dysfunctional coping strategies as well as adaptive strategies employed by dual-career couples.

Pendleton, Brian F., Margaret M. Poloma, and T. Neal Garland. "An Approach to Quantifying the Needs of Dual-Career Families." Human Relations, 35, No. 1 (Jan. 1982), 69-82.

Provides a set of dual-career scales useful for counseling women in dual-career families: (1) family and career interface; (2) personal satisfaction with trend setting, (3) career support of the traditional wife-mother role, (4) trend breaking, (5) trend maintenance, and (6) compensatory elements.

All met stringent reliability analyses and five form Guttman scales that allow for the internal ordering of subareas from least difficult to most difficult. These subareas furnish a quantitative foundation for identifying, in detail, areas to counsel and which areas must be counseled first before coping with other problem areas.

Pfeffer, Jeffrey and Jerry Ross. "The Effects of Marriage and a Working Wife on Occupational and Wage Attainment." Administrative Science Quarterly, 27, No. 1 (Mar. 1982), 66-80.

Examines a national random sample of mature female managerial, professional, and blue-collar workers to observe the positive impact of being married and the negative impact of having a working wife on both occupational status and wage attainment. The impact of particular organizational tenure, education, and socioeconomic origins on both forms of attainment tended to be stronger for managers than for professionals, and, in turn, than for the blue-collar respondents.

Poloma, Margaret M., Brian F. Pendleton, and T. Neal Garland. "Reconsidering the Dual-Career Marriage: A Longitudinal Approach." Journal of Family Issues, 2, No. 2 (June 1981), 205-224.

Attempts to add a longitudinal dimension to the study of dual-career families by reporting data collected in 1977 from 45 professional women who were originally interviewed in 1969. It appears that the professional careers of these women have been influenced to some extent by marriage but to a considerable extent by the presence of children. Many respondents were of the opinion that while combining a professional career, marriage, and motherhood is very appealing in ideal terms, in reality it may require a "superwoman" to do so in the face of current American cultural norms.

Pond, Samuel B. III and Samuel B. Green. "The Relationship Between Job and Marriage Satisfaction Within and Between Spouses." Journal of Occupational Behavior, 4, No. 2 (Apr. 1983), 145-155.

Determined the validity of the compensatory and spillover models using job satisfaction and marriage satisfaction variables. Fifty-seven married couples with nonworking wives and 61 couples with working wives were given a battery of tests. Results show that working wives were significantly less involved with their work than were their husbands, and they experienced much less job-role conflict. The wives had jobs that were generally lower in socioeconomic status than those held by their husbands despite the fact that the educational level of these wives was generally high.

Prochaska, Janice M. and James O. Prochaska. "Dual-Career Families Are a New Challenge for Spouses and Agencies." Social Casework: The Journal of Contemporary Social Work, 63, No. 2 (Feb. 1982), 118-120.

Dual-career couples continue to travel uncharted territory, with few maps, fewer guides, and often little encouragement from colleagues, family, friends, and bosses. Sets forth the authors' six-session group experience which provided a chance to discuss the pressures, potentials, ambivalences, expectations, and joys in two-career families. The group was composed of couples at differing stages in the life cycle which provided anticipatory experiences for couples who had not faced some of the dilemmas yet to come. The sessions

covered learning needs, group discussion, mini-lectures, handouts, role-play, and structural and experiential exercises to deal with the outlined group issues.

Rosen, Benson, Thomas H. Jerdee and Thomas L. Prestwich. "Dual-Career Marital Adjustment: Potential Effects of Discriminatory Managerial Attitudes." Journal of Marriage and the Family, 37, No. 3 (Aug. 1975), 565-572.

Examines how managerial stereotypes are reflected in decisions that discriminate against female employees. Findings are interpreted in terms of their potential effects on dual-career marital adjustment.

Runde, Robert. "How to Make the Most of Two Incomes." Money, 9, No. 11 (Nov. 1980), 52-54.

Examines how two-income couples can and do take the fullest advantage of the benefits that exist. Also looks at the economic and social changes the two-income trend will ultimately beget.

St. John-Parsons, Donald. "Continuous Dual-Career Families: A Case Study." Psychology of Women Quarterly, 3, No. 1 (Fall 1978), 30-42.

Using an in-depth guided interview approach, studies the careers, family backgrounds, marital relationships, and domestic patterns of 10 continuous dual-career families. In almost every case the couples seemed to have attempted to find ways to minimize the need for integrating their respective work situations so that their professional lives would be compatible enough to allow for mutual support and accommodation. Financial gain was not of motivational significance, and the dual-career pattern was not always financially rewarding.

Scharff, Edward E. "A Subtle Revolution." Money, 8, No. 1 (Jan. 1979), 34-39.

Explores the stresses and opportunities brought on by the dual-career family trend and suggests ways to deal with them.

Schwartz, Eleanor B. and R. Alec Mackenzie. "Time Management Strategy for Dual-Career Women." The Business Quarterly, 42, No. 3 (Autumn 1977), 32-41.

Presents practical strategies for newly appointed women managers who find themselves coping with the demands of two equally consuming careers. One's goal should be to cultivate a firm composure that positively attacks the myriad tasks, thus increasing the chances for personal and professional success.

Schwartz, Felice N. "Reducing Stress in Two-Career Families--Expert's Advice." U.S. News and World Report, 2 Nov. 1981, pp. 89-90.

An interview with Felice N. Schwartz, a founder of Catalyst, a New York organization devoted to expanding the career and family options of working women.

Sekaran, Uma. "An Investigation of the Career Salience of Men and Women in Dual-Career Families." Journal of Vocational Behavior, 20, No. 1 (1982), 111-119.

The correlates of career salience for members of dual-career families were investigated, developing a psychological model. The variables comprised general and situation-specific self-esteem, job involvement, sense of competence, educational level, and whether or not families had planned for a dual-career family life. A sample of 127 dual-career family pairs provided the data for the study. Either one or both spouses were identified by five business organizations, a hospital, and a university. The differences in the correlates for men and women and the lower amount of explained variance for women are discussed.

Stringer-Moore, Donna M. "Impact of Dual Career Couples on Employers: Problems and Solutions." Public Personnel Management Journal, 10, No. 4 (Winter 1981), 393-401.

The difficulties encountered by employers as dual-career and dual-worker families enter the work force may be divided into three categories: (1) hiring procedures, including interviews; (2) working conditions; and (3) personal considerations. Proposes solutions to these problems.

Thomas, William V. "Two-Income Families." Editorial Research Reports, 2, No. 2 (1979), 503-519.

An overview of the phenomenon of two-income families. Without them the good life would be out of reach for millions of American families who are enjoying \$100,000 homes, \$12,000 cars, and \$5,000 European vacations. If two-income families were removed from the picture, a sizeable portion of the nation's buying power would disappear.

Tilt, James T. and Martin M. Spencer. "Marriage Penalties Persist in Tax Laws." The CPA Journal, 53, No. 1 (Jan. 1983), 38-44.

Present the history of married status on individuals' income taxes. Some changes in the law have had effects which may not have been intended.

Tryon, Georgiana Shick and Warren W. Tryon. "Issues in the Lives of Dual-Career Couples." Clinical Psychology Review, 2, No. 1 (1982), 49-65.

Provides a systematic review of the issues involved in dual-career marriages and a definition of dual-career couples/families. Reviews the literature with respect to employment issues specific to dual-career couples, career interruptions, household chores, child care, and marital difficulties.

Tuthill, Mary. "Marriage and a Career: No Easy Choices and a Good Chance of Divorce." Nation's Business, 68, No. 5 (May 1980), 75-78.

"A recent study by the executive search firm of Heidrick and Struggles, Inc., Chicago, Ill., concludes that although the highest paid women in business enjoy their work more, they also are more likely to divorce. About two-thirds of the highest paid women have been married--the same proportion as women overall. However, among the top earners, half again as many are likely to be divorced."

Underwood, Lynn. "Executive Marriages: The Hidden Stresses." Chief Executive, (Mar. 1982), 19-22.

Some analysts contend that the feminist movement has contributed to male feelings of sexual inadequacy. Women who marry executives tend to be selected for their "presentability" rather than for their qualities of understanding. Thus, the support an impotent executive needs may not be available. Career women tend to view a husband's failure in business as a sign of impotence. The usual pattern in the impotent executive is depression because of work problems, etc., followed by anxiety about being able to cope, followed by sexual problems. Therapy usually involves talking through the problem with the couple.

"The Upward Mobility Two Incomes Can Buy." Business Week, 20 Feb. 1978, pp. 80, 84-86.

Asserts that marketers need new strategies because the dual-income family does not merely spend more money, it spends money differently. Large numbers of businesses are struggling to re-identify their customers' wants. The dual-income family itself must face the "marriage penalty" at tax time and must realize that dual incomes can fuel inflation. They often sacrifice certain family "togetherness" rewards and must buy more life insurance to protect the family's living standards against the effects of either spouse's demise.

Wallston, Barbara Strudler, Martha A. Foster and Michael Berger. "I Will Follow Him: Myth, Reality, or Forced Choice--Job Seeking Experiences of Dual-Career Couples." Psychology of Women Quarterly, 3, No. 1 (Fall 1978), 10-21.

Surveyed recent Ph.D's in psychology and biological sciences with spouses who were also professionals, focusing on their joint job seeking. Couples frequently described egalitarian decision rules, but traditional patterns were also evident, particularly among the biological-science sample. Egalitarianism decreased in the actual job decisions made, but here the traditional alternative was frequently cited as a forced choice. Constraints, such as a need for a job and time pressure, produced more nonegalitarian decisions. Suggests that the high traditionality of actual job decisions is, at least in part, a result of institutional constraints.

Weaver, Cindi and Linda Couchman Smith. "Dual Career Couples: A Corporate Personnel Dilemma." Texas Business Executive, 6, No. 1 (Summer 1980), 28-31.

Sets forth organizational problems that are inherent in the hiring of dual-career couples: (1) recruiters are at a disadvantage because some questions require answers by both, rather than just one, members of the husband-wife teams; (2) scheduling problems arise due to the strict time constraints of the dual-career couple, especially when children are involved; (3) overlap in benefits covering each member makes it difficult to design benefit packages for this group; and (4) conflict of interest is an issue. Today's increasing number of dual-career couples will cause organizations to rethink and revise many current personnel policies and practices. Coping methods are not yet fully developed.

Weingarten, Kathy. "The Employment Pattern of Professional Couples and Their Distribution of Involvement in the Family." Psychology of Women Quarterly, 3, No. 1 (Fall 1978), 43-51.

Thirty-two two-profession couples in three different age groups with children were interviewed together to determine if there were a relationship between their employment pattern and their distribution of family involvement in the home. The couples followed one of two employment patterns: a similar employment history (SEH) in which both people had worked full-time and continuously and a dissimilar employment history (DEH) in which the husband had worked full-time and continuously but the wife had worked part-time. An 80-item interview measured their involvement in the home. Significant differences were found in the ways SEH and DEH couples allocated tasks. Of particular interest was the breakdown of an equitable distribution of tasks in the area of child care for SEH couples.

Weir, Tamara and Ronald J. Burle. "Two People, Two Careers, and One Relationship!" Business Quarterly, 44, No. 1 (Spring 1979), 47-53.

Discusses the social and personal costs and benefits involved in dual career arrangements. "...as with all social change the survival of two-career relationships as an important life style option will depend on how successfully the individuals involved withstand its demands."

Wolfe, Linda. "How to Succeed." New York, 14 (Feb. 16, 1981), 28-36.

States that people have been woefully unrealistic about dual careers. Many dual-career couples are in trouble and are wrestling continuously with professional rivalry; guilt about neglecting each other, or their children, friends, and relatives; and performance anxiety both on the job and in the home.