ABSTRACT
         The degree of agreement between the Bem Sex Role
Inventory (BSRI) and the Personality Attributes Questionnaire (PAQ)
in assigning sex role categories was investigated by administering
both instruments to undergraduate education majors. As a result of
scoring, subjects were classified as androgynous, masculine,
feminine, or undifferentiated. It was concluded that the BSRI and the
PAQ failed to identify large percentages of subjects as belonging to
the same sex role categories; therefore, doubts were raised about the
concept of androgyny, as well as the extent to which the different
instruments measure the same constructs. There are problems in
categorizing individuals differently according to the norms used, and
in determining the actual sex role identity of individuals. (MH)

Comparison of Categorical
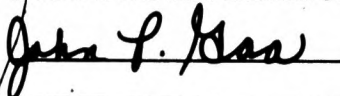Assignments of the BSRI and the PAQ

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Comparison of Categorical

Assignments of the BSRI and the PAQ -

Within the past several years a shift in focus in sex role identity research has occurred which has placed increasing emphasis on the concept of androgyny. This emphasis has been seen with regard to both conceptual issues and to the concern for the measurement and identification of specific sex roles.

Androgyny has been conceptualized as representing an integration of masculine and feminine sex roles. Traditional measures of masculinity and femininity, which have tended to view sex role identity as being bi-polar, with masculinity and femininity representing opposite ends of a continuum, do not allow for the measurement of sex role in a manner consistent with the concept of androgyny. However, the conceptualization of masculinity and femininity as representing independent and separate roles, rather than bipolar extremes, has recently gained wider acceptance. Both Bem (1974, 1977) and Spence (1974) have developed instruments for the measurement of masculinity and femininity based on this assumption.

The Bem Sex Role Inventory (BSRI) consists of 60 items, 20 from each of three secales: Masculinity (M), Femininity (F), and Social Desirability (SD). The instructions direct subjects to indicate on a 7 point scale the extent to which each item is descriptive of them. Each of the seven points on the scale is labeled with the scale extending from 1 (never or almost never true) to 7 (always or almost always true.

The Personality Attributes Questionnaire (PAQ) consists of 24

3

items which include 8 items from each of three sclaes: Masculinity
(M), Femininity (F), and Masculinity-Femininity (M-F). Subjects
indicate on a 5 point likert type scale the point which best de-
scribes them on each descriptive continuum. However, only the end
points of each continuum are labeled.

For both measures a subject's score on each scale is determined
by adding the numbers for each item within the scale. Additionally,
the way in which subjects are assigned to sex role category is
identical for both instruments. An individual is categorized as
androgynous if scores on both the M and F scales are above the
median, as masculine if the M score is below the median, as feminine
if the F score is above the median and the M score is below the
median, and as undifferentiated if both the M and F scores fall
below the median. Although the sex role categorization procedure
(and categories) were not initially the same for the both instru-
ments, Bem modified the categorization format for the BSRI to that
used by Spence in the PAQ.

Because of the similarities between the BSRI and the PAQ, the
assumption that they measure the same construct and, therefore,
should categorize individuals identically in terms of sex role,
is frequently made. Unfortunately, this assumption has not been
investigated systematically, and the extent to which both measures
identify identical subjects as androgynous, masculine, feminine,
or undifferentiated has not been determined. Failure of the two
instruments to arrive at such agreement would have potentially
major implications for the construct validity of the instruments

and for the interpretation of data obtained using one
or both of the instruments. The purpose of the present
study was to assess the degree of agreement between the BSRI
and the PAQ in making sex role category assignments.

Methodology

Subjects

The BSRI and the PAQ were completed by 160 undergraduate student
volunteers. The order of presentation of the BSRI and the PAQ was
varied randomly to prevent any position effect. All subjects were
juniors or seniors in teacher education programs at the University
of Houston.

Analysis

Scores for each subject on the BSRI and the PAQ were computed
using the scoring formats proposed by Bem (1977) and Spence (1974).
Subjects were then classified as either Androgynous, Masculine,
Feminine, or Undifferentiated, using the classification formats
and the median scores presented by Bem and Spence.

In addition, following the suggestion of Bem (1977), sample
medians were established for both the BSRI and the PAQ. Using
these sample medians subjects were then reclassified as Androgy-
nous, Masculine, Feminine, or Undifferentiated.

For each distribution (Bem and Spence norms and sample norms),
cross tabulations were computed and the percentage of categorical
agreement across instruments established.

Results

The initial comparison of categorical assignment of individuals
by the BSRI and the PAQ was made employing the instrument norms

provided by Bem (1977) and Spence (1974). This crosstabulation
comparison is presented in Table 1. An examination of the data

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Insert Table 1 About Here

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shows several interesting aspects of the categorical assignments
and their overlap. Because of the very high distribution of
obtained scores on the PAQ, no individual was classified as un-
differentiated; however, 16 Ss (10%) were identified as undiffer-
entiated by the BSRI. Of these 16 subjects, 15 (94%) were classi-
fied as androgynous by the PAQ and 1 was classified as masculine.
Additionally, 22 of 24 (92%) subjects identified as masculine
by the BSRI and 53 of 56 (95%) of the individuals categorized
as feminine by the BSRI were labeled as androgynous by the PAQ.
Overall, approximately 41% of the categorical assignments (65 of
160 cases) were the same across the two instruments, with 95% of
this overlap (62 of 65 cases) being accounted for by agreement on
individuals identified as androgynous by both the BSRI and the
PAQ.

Both the BSRI and the PAQ were then renormed following the
suggestion of Bem (1977). This procedure calls for the computa-
tion of sample medians and their use in making categorical assign-
ments following normal procedurs for the instruments. Medians
for the sample were computed to be 101 on the masculine scale of
the BSRI and 108 on the feminine scale of the BSRI and 29 on the
masculine scale of the PAQ and 34 on the feminine scale of the PAQ.
Categorical assignments were made for Ss employing these sample
medians and crosstabulations run for these assignments across

instruments\ (see table 2).

Insert Table 2 About Here

An examination of Table 2 shows categorical distributions for both the BSRI and the PAQ which more closely approximates the distribution expected based on instrumentation research by Bem and Spence. However, only 84 individuals (approximately 52%) were categorized identically by both instruments; with 40% of this overlap (34 of 84 cases) being accounted for by agreement on individuals identified as undifferentiated by both the BSRI and the PAQ.

Discussion

Although the raw score correlations between the BSRI and the PAQ were fairly high (.5559 between masculine scales and .5897 between feminine scales), the failure of the BSRI and the PAQ to identify large percentages of individuals as belonging to the same sex role categories raises important questions concerning the concept of androgyny and the extent to which it can be assumed that studies employing different instruments are measuring the same constructs. Additionally, the differences in categorical assignment based on the use of instrument and sample medians points to a problem basic in employing both instruments: If individuals are categorized differently dependent upon the norms used, which category represents the actual sex role identity of the individual? If these instruments were to be used to examine only group differences on the masculinity and femininity scales, this problem would not be an issue, but by identifying individuals as belonging to a specific sex-role category the concern becomes

crucial. This is certainly true in attempting to gain accurate research data, and is becoming even more important as instruments such as the BSRI and the PAQ are beginning to be employed in diagnostic and/or quasi-diagnostic situations.

Why the BSRI and the PAQ do not classify a higher percentage of individuals identically cannot be determined from this study. However, with chance agreement at the 25% level, categorical agreement of 41% (instrument norms) and 52% (sample norms) does not seem adequate for instruments which purport to measure the same construct.

Table 1
Comparison of Categorical
Assignments Employing Instrument
Norms

		PAQ		
Count Row Pct. Col. Pct. Total Pct.	ANDR.	MASC.	FEM.	ROW TOTAL.
Andr.	62 96.9 40.8 38.8	0 0 0 0	2 3.1 66.7 1.3	64 40.0
Masc.	22 91.7 14.5 13.8	2 8.3 40.0 1.3	0 0 0 0	24 15.0
BSRI Fem.	53 94.6 34.9 33.1	2 3.6 40.0 1.3	1 1.8 33.3 0.6	56 35.0
Undif.	15 93.8 9.9 9.4	1 6.3 20.0 0.6	0 0 0 0	16 10.0
Column Total	152 95.0	5 3.1	3. 1.9	160 100.0

Table 2
Comparison of Categorical
Assignments Employing Sample Norms

PAQ

Count Row Pct. Col. Pct. Total Pct.	ANDR.	MASC.	FEM.	UNDIF.	ROW TOTAL
Andr.	19 57.6 48.7 11.9	4 12.1 11.8 2.5	8 24.2 25.5 5.0	2 6.1 3.8 1.3	33 20.6
Masc.	3 9.4 7.7 1.9	18 56.3 52.9 11.3	2 6.3 5.9 1.3	9 28.1 17.0 5.6	32 20.0
Fem.	8 24.2 20.5 5.0	4 12.1 11.8 2.5	13 39.4 38.2 8.1	8 24.2 15.1 5.0	33 20.6
Undif.	9 14.5 23.1 5.6	8 12.9 23.5 5.0	11 17.5 32.4 6.9	34 54.8 64.2 21.3	62 38.8
Column Total	39 24.4	34 31.3	34 21.3	53 33.1	160 100.0

BSRI

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