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ABSTRACT

A study examined the relationship between the quality and number of domestic and work roles in businesswomen and psychological distress. The study attempted to answer the question: As the number of roles increases does distress increase? The study also considered what aspects of the roles elevate or diminish psychological distress. Following an extensive literature review that revealed contradictory findings about women, roles, and stress, information was gathered through a survey of 104 participants from the University of Chicago Women's Business Group. Participants completed a short survey designed to measure the dispositional characteristics of stress reaction; the rewards and concerns inherent within the roles of worker, partner, and parent; psychological distress; and demographics. Analysis of the scores on the research instruments showed that as the number of roles increased, the level of psychological distress decreased. The positive attributes of assuming multiple roles seemed to offset the pressures leading to psychological distress. This effect was assumed to result from the possibility that having multiple roles cushioned negative stress from any one of the roles. (Contains 56 references.) (KC)

The Contribution of Social Roles to Psychological Distress in Businesswomen

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The Effects of Multiple Roles on Women as Related to Psychological Distress

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Abstract

As greater numbers of women are entering the work force, concern with the health consequences for women has increased. The pressures and demands from multiple roles can lead to a negative stressful lifestyle. Alternatively, the benefits derived from working outside of the home can alleviate potential multiple-role stress and lead to a positive fulfilling lifestyle.

The debate in the literature regarding women who combine a career with housewife and mother roles centers on the repercussions that affect physical and psychological health. Career women with young children are one of the fastest growing constituencies in the United States. This study has helped to clarify some of the unique issues of professional businesswomen.

This study examined the relationship between the quality and number of domestic and work roles in businesswomen and psychological distress. The primary purpose of this study was to answer the question: As the number of roles increases does distress increase? An additional purpose was to consider what aspects of the roles elevate or diminish psychological distress.

This study demonstrated that as the number of roles increased the level of psychological distress decreased. The

positive attributes of assuming multiple roles seemed to offset the pressures leading to psychological distress.

The Effects of Multiple Roles on Women as Related to Psychological Distress

Introduction and Purpose

In recent years, as increasing numbers of women have been entering the work force there has been a concommitant concern over the emergence of increasing amounts of stress and its effect on women (Baruch, Beiner, & Barnett, 1987; Coverman & Sheley, 1986; Hedges & Barnett, 1972; Sekaran, 1985; Serlen, 1987; Shainess, 1980). Women, through choice or necessity, are taking on more and more responsibilities. These responsibilities may include spousal relationships, motherhood, and the multiple obligations associated with a career. The pressures and demands of these roles can lead to a negative stressful lifestyle. Alternatively, the positive qualities of multiple roles can offer major sources of fulfillment and gratification.

During 1992, almost 58 million women were participants in the labor force, and more than 60% of married women who have children over the age of 2 were in the labor force (U.S. Department of Labor, 1993). Furthermore, there was a significant increase of women working in higher paying jobs particularly in managerial and professional specialty occupations (U.S. Department of Labor, 1993).

There are two major studies which have explored the physical consequences for women who work: the Framingham Heart Study (Haynes & Feinlieb, 1980) and the Alameda County Study (Kotler &

Wingard, 1989). These two studies offer contradictory results. The Framingham Heart Study found that employed women experienced more stress on a daily basis and increased marital dissatisfaction than homemakers or men and showed a higher incidence of coronary heart disease. However, the Alameda County Study indicated that concern over the increased mortality risk to employed women with children was unfounded. They found women with multiple roles to have a lower risk of mortality compared to women with fewer roles. The contradictory results of these two studies is reflective of the debate concerning the effects of multiple roles on women. This debate centers on the price that is to be paid.

Several researchers agree that multiple roles do not cause psychological symptoms and may improve psychological and physical health (for example, Barnett & Baruch, 1985; Chambliss & Hartl, 1987; Coverman, 1989; Cramer, Keitel, & Rossberg, 1986; Helson, Elliot, & Leigh, 1990; Marks, 1977; Pietromonaco, Manis, & Frohardt-Lane, 1986; Thoits, 1983; 1986; Verbrugge, 1986). Performing diverse tasks and interacting with more people increases one's sense of competence and develops a more complex view of oneself (Pietromonaco et al., 1986; Shainess, 1980). Enhanced self-esteem and improved general well-being would seem to be a consequence of enacting multiple roles.

The positive qualities of multiple roles can, at least, buffer the potential stress of role overload (Barnett & Marshall, 1991a, 1991b, 1991c; Cramer et al., 1986, Dean, 1987; Gove &

Gerken, 1977). Family and career roles can offer major sources of fulfillment and gratification. If one role is unsatisfactory, focus can be placed on the other role.

On the other side of the debate, authors write of the deterioration of the home life and the physical and psychological vulnerabilities of the mother with a career as evidence that multiple roles are too much to handle (Coverman & Sheley, 1986; Goode, 1960; Haw, 1982; Sekaran, 1985; Shainess, 1980; Walker & Best, 1991; Wortman, Biernat, & Lang, 1991).

Fulfilling multiple roles can result in role overload and/or role conflict. Role overload can be defined as having too many role demands and too little time to fulfill them. Role conflict can be defined as the extent to which pressures, demands, and expectations in one role are incompatible with pressures, demands, and expectations in another role (Coverman, 1989).

The demands of the family are often permitted to intrude on the work role and there is greater potential to compromise career goals in order to meet family demands. Constraints of family roles can impede a woman's ability to function and progress in her career role, thus leading to frustration, dissatisfaction, and stress. A further incompatibility can occur when women are active in aggressive, achievement-oriented professions as well as being nurturing caretakers (Elman & Gilbert, 1984; Gilbert & Rachlin, 1987).

Studies have been conducted in order to examine the impact of rewards and concerns in the employee role on the health of

multiple-role women (for example, Barnett, 1988; Barnett & Baruch, 1985; Barnett et al., 1989; Barnett & Marshall, 1989a; Baruch & Barnett, 1986). Barnett and Baruch (1985) found quality of the social roles to be a significant predictor of the indicators of psychological distress. They also found that occupancy of the paid worker role was not related to any of the stress indicators. Further, they found the parental role contributed to psychological stress.

Baruch and Barnett (1986) found qualitative aspects in role involvement to be better predictors of psychological well-being than quantitative aspects in role involvement. Barnett (1988) found work rewards contributed significantly to the health variables. She also found different family roles affected the impact of the job-role rewards and concerns on the stress-related health measures. In particular, the role of mother intensified the job-role rewards and concerns in relationship to psychological distress.

Gove and Gerken (197?) determined that having two social networks, (i.e., family and employment) gave the working mother a broader structural base. More adult contacts allowed her to view her children with greater tolerance. This is consistent with the view that a family role acts as a buffer to the worker/career role and the worker/career role acts as a buffer to the family role (Braiker, 1988; Bunker, 1988; Maslach & Jackson, 1985).

Employment in a career can act as a buffer to other stresses (Barnett & Baruch 1985). The implication is that if a woman

with multiple roles has a career with saliency, then the inter-role conflict will be less likely to produce stress because of the general increase in status accorded to a career, a higher level of control, and thus greater pleasure and life satisfaction (Baruch, Beiner, & Barnett, 1987). Similarly, Barnett, Marshall, and Sayer (1991) found specific job rewards, such as helping others at work, were associated with lower levels of psychological distress. Rewards from challenge at work aids positive spillover from work to parenting, particularly with regard to psychological distress associated with personal conflicts between parent and child.

Women who successfully combine multiple roles may have personality characteristics which reduce the impact of stress. Hobfoll (1989) writes about individuals differing in their degree of reactivity to normative stressful events. Differences in perceived control over potentially stressful events suggests individuals may be affected by stressful conditions in different ways (Cohen, Kamarck, & Mermelstein, 1983; Sarason, Johnson, & Siegel, 1978). Lazarus and Folkman (1984) discuss individual differences from a social and a personal level. Different social and personal developmental histories and experiences help to determine the unique beliefs and commitments which identify an individual's responses to stressful situations.

A trait model of personality suggests there are generalized inclinations toward particular thoughts, feelings, and behaviors (Costa & McCrae, 1980a, 1980b). These character traits have a

stability over time in addition to being interactive with life situations (Costa & McCrae, 1980a, 1980b; Costa, McCrae, & Zonderman, 1987; McCrae & Costa, 1991). In contrast to a life-events perspective of stress, which focuses on the environment's impact on the passive person, a transactional theory views the environment and the person in an interactive relationship which is mediated by a cognitive appraisal process (Lazarus & DeLongis, 1983; Lazarus, DeLongis, Folkman, & Gruen, 1985; Lazarus & Launier, 1978).

Availability and type of social support is another important consideration in viewing the impact and degree of stress from social roles. Social support can be viewed from two perspectives: the family and broader social systems. Emotional and tangible support from the spouse and the children are important alleviators of multiple-role stress. Spouse support in the form of sharing the household and child-care responsibilities is often presented as a critical variable to stress reduction in mothers with multiple roles (Elman & Gilbert, 1984; Gilbert & Rachlin, 1987; Gray, 1983; Holahan & Gilbert, 1979). Spouse acceptance and encouragement of the multiple-role choice is as important as the actual helping with household chores (Elman & Gilbert, 1984). In addition to internal family help with household and parenting chores, external support is important for reducing stress. Outside assistance with household chores for example, home maintenance, and child care can minimize stress in the mother with multiple roles (Gray, 1983, Holahan & Gilbert,

1979). Marshall and Barnett (1991) found physical health to be affected by support on the job and psychological distress to be affected by support from an intimate other.

Women's roles in traditional nurturing professions such as teaching, social work, and nursing have been studied extensively (Barnett & Marshall, 1989b, 1989c). These helping professions are associated with nurturance which has been found to ameliorate stress on the job (Barnett et al., 1989). In addition these are professions which are generally sensitive and supportive of family responsibilities. Other professions, which have only recently become more open to women, have not been studied as broadly. In particular, there seems to be a paucity of research examining the effects of multiple roles for women who work in occupations not considered to be traditional female professions, for example, law, business, engineering, etc.

This study examined the relationship between the quality and number of domestic and work roles in businesswomen and psychological distress. The dispositional factor of stress reaction was controlled in order to look at the situational response of psychological distress to levels of benefit and involvement from assumed roles. The purpose of this study was to look at two questions. Firstly, as the number of roles assumed by businesswomen increases does psychological distress also increase? Each role assumed in a multiple-role life style entails rewards, concerns, levels of benefit, and involvement. Thus a second pertinent question became, as the number of roles

assumed by businesswomen increases do levels of role benefit and role involvement also increase?

Career women with young children is one of the fastest growing constituencies in the United States civilian labor force (U.S. Department of Labor, 1985). This study clarified some of the unique issues facing professional businesswomen. The information obtained may be of assistance to women in helping them to evaluate personal and professional concerns by establishing criteria to make their career and family life decisions. Knowledge about other women who have made similar decisions may provide insight into what kinds of choices will have the greatest impact. In addition, this study will help prepare new professional women to anticipate the potential hazards and benefits of their occupational choices. Knowing what to expect should help in tolerating intervals of dissatisfaction or expedite transitions that increase well-being (Baruch, Barnett, & Rivers, 1983).

Hypotheses

1. There would be a significant difference in psychological distress among single-, dual-, and triple-role women.
2. Stress reaction, number of roles, level of job benefit, and level of job involvement would predict a significant amount of variance in psychological distress.
3. Stress reaction, number of roles, cumulative level of benefit, and cumulative level of involvement would predict a significant amount of variance in psychological distress.

4. There would be a significant interaction between job level of benefit and job level of involvement such that women with high levels of job involvement and high levels of job benefit would have less psychological distress than women with high levels of job involvement and low levels of job benefit.

5. There would be a significant interaction between cumulative level of benefit and cumulative level of involvement such that women with high levels of cumulative involvement and high levels of cumulative benefit would have less psychological distress than women with high levels of cumulative involvement and low levels of cumulative benefit.

Method

A sample of 104 participants was selected from the University of Chicago Women's Business Group. At the annual meeting of this association, participants completed (1) an abbreviated form of the Multidimensional Personality Questionnaire Stress Reaction Scale (Tellegen, 1982) designed to measure the dispositional characteristic of stress reaction, (2) the Role Quality Scales (Barnett & Marshall, 1989b) designed to measure rewards and concerns inherent within the roles of worker, partner and parent (these scales differentiate occupancy and quality of social roles and consequent health outcomes), (3) the Brief Symptom Inventory (Derogatis & Spencer, 1982) designed to measure psychological distress, and (4) a demographic questionnaire.

After completing these instruments the participants were divided into three groups on the basis of their answers to the demographic questionnaire. These groups were those women with one role (work), women with two roles (work and partner), and women with three roles (work, partner, and parent). No subjects were found to be working mothers not involved in a signficant relationship with a partner.

Results

Scores on the research instruments measuring role benefit, role involvement, psychological distress, and stress reaction were all within normal range for all three groups. Scores on the

Brief Symptom Inventory subscales of interpersonal sensitivity, depression, anxiety, paranoid ideation, and psychoticism were found to vary significantly between women with different numbers of roles (see Table 1). Specifically, women who assumed three roles had significantly lower scores on each of these five subscales. There was no significant difference on any of these subscales between women assuming one role and women assuming two roles.

Demographic variables of the number of hours working outside of the home, days absent from work, and number of colds per year were significantly positively correlated with level of psychological distress (see Table 2). Combined income, paid help, number of years in a relationship with a partner, and number of children were significantly negatively correlated with level of psychological distress.

Results from a one-way ANOVA found psychological distress to vary significantly with the number of roles. Participants who assumed three roles suffered significantly less psychological distress than participants who assumed two roles or one role (see Tables 3 and 4). There was no significant difference in psychological distress between women assuming one role and women assuming two roles.

Further analyses were conducted to determine whether one-, two-, and three-role women differed on the other research variables. Number of roles was not found to vary significantly with job benefit or stress reaction. This is important in that

differences in psychological distress between one-, two-, and three-role women were not due to one group being more neurotic or reactive to stress generally than the other groups. However, job involvement was found to vary significantly with number of roles (see Tables 5 and 6). Participants who assumed three roles reported significantly less job involvement than participants who assumed one role. There was no significant difference in job involvement between women assuming one role and two roles or between women assuming two roles and three roles.

Results of a multiple regression show stress reaction, job benefit, job involvement, and number of roles to significantly contribute to psychological distress (see Table 7). Together these factors accounted for 61% of the variance in psychological distress. Following stress reaction, job benefit was found to be the most important predictor of psychological distress.

Results of further multiple regression analyses show stress reaction, cumulative benefit (i.e., cumulative benefit from all roles), cumulative involvement (i.e., cumulative involvement from all roles), and number of roles significantly contributed to psychological distress (see Table 8). Together these variables accounted for 62% of the variance in psychological distress. Following stress reaction, cumulative benefit was found to be the most important predictor of psychological distress.

The results from a two-way ANOVA found significant main effects for job benefit (see Table 9). There was a significant difference in psychological distress for women who had high job

benefit and women who had low job benefit (see Table 10). There was no significant difference in psychological distress for women with high or low job involvement. The two-way interaction between job involvement and job benefit was not significant.

The results from an additional two-way ANOVA found main effects for both cumulative levels of involvement and benefit (see Table 11). For this analysis, cumulative levels of involvement and benefit only included job and partner involvement and benefit scores for women with two and three roles. These would be the cumulative scores that both role groups have in common. There was a significant difference in psychological distress for women who had high cumulative benefit and women who had low cumulative benefit (see Table 12). There was also a significant difference in psychological distress for women who had high cumulative involvement and women who had low cumulative involvement. Two-way interaction between cumulative involvement and cumulative benefit was not significant.

It was noted that there was no significant correlation between number of roles and stress reaction. This would indicate the trait variable of stress reaction was not associated with the number of roles assumed by women. This would be important to note because when the relationship between number of roles and psychological distress was assessed, that assessment was not artificially inflated or deflated by the relationship with stress reaction. Morover, the psychological construct of stress reaction was stongly tied to psychological distress. However,

what was important in this study was that psychological distress was related to more than just stress reaction.

Discussion

This study demonstrates that as the number of roles assumed by career women increased, so the level of psychological distress decreased. The positive attributes of assuming multiple roles appear to offset the pressures leading to psychological distress. Increasing the number of roles and being rewarded by the social roles of worker, partner and/or parent seem to be important alleviators of psychological distress. Furthermore, women who have fewer roles and high levels of job involvement exhibit higher levels of psychological distress.

These findings suggest the buffering properties of a multiple-role lifestyle impact to decrease stress with increased roles. In addition, the beneficial aspects of increased assumed roles (i.e., broader social contact and greater social status) provide satisfaction and gratification. Being involved with a greater variety of tasks and people from different social roles increases self-esteem and develops a more complex view of oneself (Pietromonaco et al., 1986; Shainess, 1980).

There was a significant relationship between stress reaction, number of roles, level of job benefit, and level of job involvement with psychological distress. The implications of these findings include the suggestion that women who are rewarded by their job roles will have lower levels

of distress. Positive aspects inherent in job benefit include financial security, independence, and self-esteem. Employment in a career with saliency can decrease inter-role conflict and act as a buffer to counteract stress from other roles.

As job involvement increased psychological distress tended to increase. This was particularly true for women without multiple roles who did not have the family roles to act as a buffer to distress. Women with one role seem to have greater vulnerability to psychological distress due to negative work experiences. A woman's psychological well-being will be subject to greater impact from one role when she occupies fewer roles.

There was a significant relationship between stress reaction, number of roles, level of cumulative benefit, and level of cumulative involvement with psychological distress. Although job benefit and cumulative benefit tap into the conceptual framework of benefit analysis, their correlation (r = .65, p < .01) indicates they clearly picked up different dimensions of benefit.

The implications of these findings include the suggestion that women who are rewarded by their social roles will have lower levels of distress. Positive aspects from role benefits, could be considered uplifts which could counteract stress.

Job involvement and cumulative involvement seemed to have very little in common as could be seen from the relationship between them (r = .02). However, the positive relationship between cumulative involvement and benefit (r = .69, p < .01)

could indicate women with multiple roles, who are obligated to more than a job, had increased benefits from additional social roles. Although involvement in different social roles may offer support and challenge, the benefit from these roles seemed to be the crucial element in reducing psychological distress.

The more roles women held, on average, the lower their psychological distress. The opportunity for acquiring increased benefits is greater with increased number of roles and thus would be associated with decreased psychological distress. For instance, having a positive relationship with a partner is considered critical in reducing stress for women with multiple roles. The more roles a woman assumes, the greater the ability to ameliorate stress from involvement in one role.

Job benefit and job involvement showed no significant interaction. Although there was a significant difference in psychological distress between women with high and low levels of job benefit, there was no significant difference in psychological distress between women with high and low levels of job involvement. This would suggest the level of job benefit affects psychological distress without regard to the degree of involvement in the job. This is further evidence that role rewards may be paramount regardless of the number of roles or degree of involvement.

The interaction between cumulative involvement and cumulative benefit was not significant. Although there was a significant difference in psychological distress between women

with high and low levels of cumulative involvement it was unclear where these differences occurred. There was also a significant difference in psychological distress between women with high and low levels of cumulative benefit. This would suggest the level of cumulative benefit would be related to psychological distress without regard to the degree of involvement in the social roles. Multiple-role women experienced decreased psychological distress when deriving benefits from any of their social roles regardless of whether or not they were highly involved in those roles.

The importance of role quality in reducing psychological distress is clear. Independently, level of cumulative benefit and cumulative involvement were related to psychological distress, while the interaction did not seem to affect psychological distress.

There were significant negative correlations between combined income level and paid help with psychological distress. Further, there were significant positive correlations between number of hours working outside the home, days absent from work, and number of colds with psychological distress. This would indicate tangible support, including outside help with child care and household chores plays an important role in alleviating psychological (and possibly physical) distress. Increased number of hours working outside the home may reflect level of job involvement, which also had a positive correlation with psychological distress. Increased days absent from work has been identified as a response to job stress and may indicate a

response to role conflict between the job role and another social role.

Conclusions

The results from this study indicate businesswomen with one role tended to experience higher levels of psychological distress than women with more roles. Beyond an individual level of stress reaction, number of roles, along with levels of benefit and involvement, were closely associated with psychological distress.

The results of this study suggest some of the criteria for multiple role decisions should include:

1. Knowledge about personal levels of stress reaction.
2. Potential cumulative benefit from all social roles.
3. Cumulative involvement from all social roles. And,
4. The number of roles being assumed.

Increasing the number of roles and being rewarded by the social roles seemed to have an important association with decreased levels of psychological distress. Anticipati.g the potential hazards and benefits of career choices can help smooth transitions and decrease psychological distress when thinking about additional role occupancy.

There does not seem to be a commensurate increase in psychological distress when women working outside of the home consider undertaking the additional roles of partner and parent. Women considering a multiple-role lifestyle might be reassured to know that assuming more social roles does not necessarily mean assuming more psychological distress.

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Table 1

BSI Dimension Means and Standard Deviations (N = 104)

	Number of Roles						
	1		2		3		
Var	M	SD	M	SD	M	SD	F
SOM	47.80	8.55	50.70	8.76	48.14	7.69	1.28
OBS	57.10	9.09	55.81	10.59	52.86	9.76	1.66
IS	56.87[a]	10.30	56.57[b]	11.28	48.84[ab]	8.35	7.33***
DEP	57.07[a]	8.78	54.92[b]	9.47	48.38[ab]	8.46	8.91***
ANX	56.57[a]	9.18	53.62	10.50	50.08[a]	9.35	3.73*
HOS	56.50	9.55	53.30	11.17	51.43	9.40	2.10
PHOB	49.00	6.43	48.35	6.77	46.73	5.07	1.26
PAR	57.17[a]	9.74	55.81	10.55	50.92[a]	8.30	4.11*
PSY	58.73[a]	9.22	53.95	8.72	50.54[a]	7.52	7.77***

Note. SOM = Somatization, OBS = Obsessive-Compulsive, IS = Interpersonal Sensitivity, DEP = Depression, ANX = Anxiety, HOS = Hostility, PHOB = Phobic Anxiety, PAR = Paranoid Ideation, PSY = Psychoticism.

Note. Within each variable category, like superscripts indicate that the two means are significantly different from each other ($p<.05$).

*$p<.05$; ***$p<.001$

Table 2

Pearson Correlations Between Demographic Variables and Psychological Distress (N = 104)

Demographic Variables	GSI
Years in Profession	-.10
Education	-.15
Age	-.09
Hours Working (outside the home)	.27**
Income	-.14
Combined Income	-.25*
Paid Help (per week)	-.22*
Days Absent from Work	.25*
Visits to the Doctor (per year)	.17
Smoke	.14
Drinks (per week)	.11
Colds (per year)	.23*
Years in Relationship[a]	-.30**
Number of Children[b]	-.31**

*$p < .05$; **$p < .01$

[a] $n = 72$. [b] $n = 37$.

Table 3

Analysis of Variance Comparing Number of Roles and Psychological Distress (N = 104)

Source	SS	DF	MS	F
Explained	1008.30	2	504.15	6.48**
Residual	7854.91	101	77.77	
Total	8863.22	103		

**p<.01

Table 4

Means, Standard Deviations, and Results of Scheffé Procedure Comparing Psychological Distress for Women with Single, Dual, and Triple Roles (N = 104)

Number of Roles	GSI Score M	SD	Scheffé
1	57.10[a]	7.46	9.69[a]
2	54.73[b]	9.53	2.83[b]
3	49.59[ab]	9.08	

Note. Means with like superscripts are significantly different from one another ($p<.05$).

Table 5

Analysis of Variance Comparing Number of Roles and Job Involvement (N = 104)

Source	SS	DF	MS	F
Explained	3.72	2	1.86	4.05*
Residual	46.43	101	.46	
Total	50.15	103		

*$p < .05$

Table 6

Means, Standard Deviations, and Results of Scheffé Procedure Comparing Job Involvement for Women with Single, Dual, and Triple Roles (N = 104)

Number of Roles	Job Involvement Scores M	SD	Scheffé
1	5.02[a]	.76	3.51[a]
2	4.62	.68	
3	4.58[a]	.61	

Note. Means with like superscripts are significantly different from one another ($p<.05$).

Table 7

Multiple Regression with Stress Reaction, Job Benefit, Job Involvement, and Number of Roles as Predictors of Psychological Distress (N = 104)

Variables	Step	Beta	R	R^2	Change in R	F
Stress Reaction	1	.51	.64	.41***	.64	70.28***
Job Benefit	2	-.28	.71	.51***	.07	51.81***
Number of Roles						
Dummy 1	3	-.17	.73	.54**	.02	39.10***
Job Involvement	4	.15	.75	.57*	.02	31.61***

*p<.05; **p<.01; ***p<.001

Table 8

Multiple Regression with Stress Reaction, Cumulative Benefit, Cumulative Involvement, and Number of Roles as Predictors of Psychological Distress (N = 104)

Variables	Step	Beta	R	R^2	Change in R	F
Stress Reaction	1	.44	.64	.41***	.64	70.28***
Cumulative Benefit	2	-.47	.74	.54***	.10	60.08***
Cumulative Involvement	3	.89	.76	.57*	.02	44.15***
Number of Roles						
Dummy 1	4	-.54	.77	.60*	.02	36.56***
Dummy 2	5	-.34	.79	.62*	.02	32.00***

*p<.05; ***p<.001

Table 9

Analysis of Variance Comparing Psychological Distress of Women by Levels of Job Involvement and Job Benefit (N = 104)

Source of Variation	SS	DF	MS	F
Main Effects	2303.56	4	575.89	8.83***
JI	369.84	2	184.92	2.84
JB	1821.82	2	910.91	13.97***
2-Way Interactions				
JI/JB	366.34	4	91.59	1.41
Explained	2669.90	8	333.74	5.12***
Residual	6193.32	95	65.19	
Total	8863.22	103	86.05	

Note. JI = Job Involvement, JB = Job Benefit.

***$p<.001$

Table 10

Means, Standard Deviations, and Results of Scheffé Procedure Comparing Psychological Distress of Women by Levels of Job Involvement and Job Benefit (N = 104)

Variable	Mean of GSI	SD	Scheffé
Job Involvement			
Top 1/3	56.54	9.86	
Middle 1/3	52.61	8.41	
Bottom 1/3	51.52	9.01	
Job Benefit			
Top 1/3	49.62[a]	8.99	12.49[a]
Middle 1/3	51.91[b]	8.50	7.49[b]
Bottom 1/3	59.76[c]	7.15	

Note. Means with like superscripts are significantly different from one another ($p<.05$).

Table 11

Analysis of Variance Comparing Psychological Distress of Women by Levels of Cumulative Involvement and Cumulative Benefit (n = 74)

Source of Variation	SS	DF	MS	F
Main Effects	2352.35	4	588.09	9.05***
CI	559.92	2	279.96	4.31*
CB	1806.05	2	903.02	13.90***
2-Way Interactions				
CI/CB	153.73	4	38.43	.59
Explained	2506.08	8	313.26	4.82***
Residual	4223.97	65	64.98	
Total	6730.05	73	92.19	

Note. CI = Cumulative Involvement, CB = Cumulative Benefit.

*p<.05; ***p<.001

Table 12

Means, Standard Deviations, and Results of Scheffé Procedure Comparing Psychological Distress of Women by Levels of Cumulative Involvement and Benefit (n = 74)

Variable	Mean of GSI	SD	Scheffé
Cumulative Involvement			
Top 1/3	55.96	9.74	
Middle 1/3	50.04	8.62	
Bottom 1/3	50.42	9.60	
Cumulative Benefit			
Top 1/3	46.76[a]	8.29	13.82[a]
Middle 1/3	51.24[b]	8.03	5.42[b]
Bottom 1/3	58.75[ab]	8.79	

Note. Means with like superscripts are significantly different from one another ($p<.05$).