1967

Exploratory study of relationships between selected aspects of home environment and employment criteria of the husband

Mary Vanpool Souder

Iowa State University

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EXPLORATORY STUDY OF RELATIONSHIPS BETWEEN SELECTED ASPECTS OF HOME ENVIRONMENT AND EMPLOYMENT CRITERIA OF THE HUSBAND.

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EXPLORATORY STUDY OF RELATIONSHIPS
BETWEEN SELECTED ASPECTS OF HOME ENVIRONMENT
AND EMPLOYMENT CRITERIA OF THE HUSBAND

by

Mary Vanpool Souder

A Dissertation Submitted to the
Graduate Faculty in Partial Fulfillment of
The Requirements for the Degree of
DOCTOR OF PHILOSOPHY

Major Subject: Home Economics Education

Approved:

Signature was redacted for privacy.

In Charge of Major Work

Signature was redacted for privacy.

Head of Major Department

Signature was redacted for privacy.

Dean of Graduate College

Iowa State University
Of Science and Technology
Ames, Iowa
1967
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INTRODUCTION

The ordering of society is very much a matter of man's relation to the world of work. Hughes (14, p. 42-43) maintains that the work of a man is one of the characteristics by which he is judged and one of the more significant characteristics by which he judges himself. It is an important part of his social identity and a determinant of his fate in life. He pointed out that one main branch of ideology believes that an individual has the right to do any work for which he is competent. This entails the acquiring of skills which will allow him to move to certain occupational positions and which will influence his social and economic status accordingly. If work is one of the most important elements for self and societal evaluation, and if certain aspects of employment success are educable, it behooves educators to help workers attain a level of employment which allows for greatest self-achievement.

The research which is presented in this report was a part of a larger study that investigated relationships between employment and home environment and that was conducted by the Department of Home Economics Education at Iowa State University. The home-environment variables considered in the present report were clothing behaviors and sociological characteristics, while the total study included additional home-environment characteristics.
Reasons for Undertaking the Study

With the breaking down of the rural extended family and the increased importance of the nuclear family in an urban setting, there is a corresponding formal separation of certain social activities. There are separate times and places for work, family life, recreation, religion, and politics, so that a direct relationship between the home and the work life is now less visible.

The assumption is frequently made in the United States, although not universally upheld, that there is a positive relationship between certain factors in the home environment and the success of the husband in the work world. While there is much research on either home environment or achievement on the job, there is a lack of research studying the relationships between home environment and employment criteria. Research personnel in the Home Economics Education Department at Iowa State University contacted authorities in the Iowa Employment Security Commission, an international labor union, and the Departments of Sociology and Psychology, and there was agreement that possible relationships between home environment and performance of the man on the job were worthy of investigation. Although several references maintaining such a relationship were found in the literature, few studies have actually been conducted to substantiate the concept in general or
to indicate which specific factors in the home were most important to the level of achievement of the husband on the job.

The decision was made to study families of industrial workers in non-metropolitan areas because of the particular lack of research dealing with this segment of the population. A contract was awarded to Iowa State University by the Office of Education, U.S. Department of Health, Education, and Welfare for Research and Development in Vocational and Technical Education: Non-Metropolitan Areas. The total study of relationships between employment and home environment, of which the present report was a part, was one of eight projects at the Iowa State University which were funded through the contract.

The need for research dealing with working-class families was expressed by Komarovsky (15, p. 5) and Sexton (26, p. 81). The former pointed out that there are basic differences between families of blue-collar workers and middle-class, more highly educated, professional persons about whom more research is available. Sexton stated:

The worker's wife belongs to one of the largest and (paradoxically, in view of its size) most neglected groups in our population. It is even larger than our Negro minority—about 18,300,000 compared with about 17,500,000 Negroes. But while the Negro's collective voice is coming through loud and clear these days, shaking up our whole pattern of society, the workingman's wife has no collective voice. (26, p. 81)
Since little research has been done concerning families of production and maintenance workers (as compared to middle-class families and welfare recipients), there seems to be a need for such an exploratory investigation which will precede a more comprehensive study.

Increased knowledge of relationships between home environment and achievement in occupations is important to vocational education, which provides training in non-metropolitan areas of the United States. Such knowledge could serve as one basis for determining the purposes that need to be achieved and the people who need to be served by vocational education.

Objectives of the Present Investigation

The objectives were conditioned by the need for exploring variables to be included, methods of obtaining the data, ways of identifying the population, and sampling techniques in studies of relationships between home environment and employment. The investigation was designed to provide background for planning a subsequent survey of a larger and randomly selected sample. The objectives were:

1. To identify some specific characteristics and possibly patterns of characteristics of the home environment of skilled, semiskilled, and unskilled workers which appear to be related to the employ-
ment history of the husband. The home-environment factors receiving major focus were clothing behaviors and sociological characteristics.

2. To test various methods of obtaining information.

3. To develop a rationale which will take into account findings and include hypotheses to be tested later in a more comprehensive study of interrelationships between employment and home environment.

Definition of Terms

The term, home environment, will appear frequently throughout this report. The definition which was accepted is as follows: all social, psychological, and physiological phenomena occurring within the context of the home and family life, which act from without upon the human organism.

The term, non-metropolitan area, is defined as follows: an area outside of Standard Metropolitan Statistical Areas, essentially non-metropolitan in character, and socially and economically integrated with towns or communities of less than 50,000 population.
REVIEW OF LITERATURE

While much research has been conducted concerning either employment or home environment, studies investigating the relationships between the two are limited in number. There is especially a lack of research dealing with these relationships in families of skilled, semi-skilled, and unskilled workers. This chapter includes a brief review of literature concerning research which studied relationships between employment and selected environmental factors.

Relationships between Employment and Other Aspects of Life

Early research

As early as 1938 Hall and Locke were investigating possible relationships between aspects of employment and life outside the factory. One phase of the study, conducted in a British factory, consisted of at least three interviews with each worker in which work satisfactions and dissatisfactions were discussed. The researchers concluded that very few workers could divide their lives into two water-tight compartments, one of life inside and the other of life outside the factory.

The troubles and joys of home life could not be dropped at the factory gate on arriving in the morning, nor could factory troubles be put aside
Hall and Locke indicated that an unsatisfactory life outside the workroom reduced efficiency within it, and might even render some workers completely unfit for industrial life. Men and women who expressed worry about debts or illness of a near relative were unable to give their undivided attention to their work. The findings revealed that:

... workers who were kept in severe subjection at home often resented factory discipline and tried to assert their independence by behaving rudely or by refusing to cooperate with others. ... On the other hand, young workers bearing unduly heavy domestic burdens were apt to regard the workroom as a providential opportunity for making arrears of fun before they returned to their real life work at home. (8, p. 90-91)

The interviews were informal conversations conducted without the use of a structured interview instrument.

While the research method reported by Hall and Locke did not contain specific suggestions for content of the interview schedule developed for the present study, it did support the need for further investigation of relationships between employment and home environment.

**Job adjustment and marital adjustment**

A study by Hartman of the relationship between job adjustment and marital adjustment has implications for the present study. The research was conducted in two parts, the
first with a sample of 71 participants, and later with an additional 75 participants. All 146 persons were attendants at a large public hospital in southern California. The criteria for job adjustment were ratings on the Los Angeles County Civil Service Commission Efficiency Report. An "upper" and "lower" group were selected who had received relatively high and low ratings accordingly. Marital adjustment, which included main categories of happiness, companionship, satisfaction, agreements and disagreements, and physical response, was measured by an instrument which was adapted from those developed by Terman, Wallin, Locke, Burgess, Cottrell, and Wallace (12, p. 68-75). The Terman Self-rating Happiness Scale which was used in the present study was also included in the instrument Hartman used.

Spouses of the male and female attendants were sought and both husband and wife were interviewed at the same time in different rooms of their house by two interviewers. Of the first 71 attendants interviewed, one-half of the "upper" men rated their marriage as "average" and one-fourth of the "lower" men rated their marriage as "average." A significantly larger per cent of the "lower" men rated their marriage as "very unhappy." Almost three-fourths of the "lower" women rated their marriages ranging from "very unhappy" to "average," while less than one-half of the "upper"
women were on the lower half of the scale. Forty-three per cent of the "upper" women reported they were "perfectly happy" while only seven per cent of the "lower" women reported "perfectly happy" marriages (12, p. 160).

When the additional 75 attendants were interviewed, the relationship between marital adjustment and job adjustment for the men decreased in significance. However, the relationship for the women remained relatively high with a positive correlation of 0.69 (12, p. 215). Hartman believed that the differences in the findings when the sample size was slightly more than doubled indicated a need for research to determine what changes occurred due to increase in the sample size. Other findings of the total study were that persons well adjusted on the job were more often married and living with their respective mates as opposed to the less adjusted attendants who more often reported that their mate was dead or that they were separated or divorced (12, p. 217).

**Employment and psychological adjustment**

In a survey studying factories in Detroit and in small towns, Kornhauser found that middle-aged factory workers tended to be slightly better satisfied with the job than with life, and young routine semiskilled workers were much less satisfied with the job than with life. The younger semiskilled workers were more like higher-skilled
groups in respect to life satisfaction than in job satisfaction. In the small town sample, however, high job satisfaction and high life satisfaction were also characteristic of the middle-aged. Kornhauser stated that life satisfaction may be high because many of the small-town sample have chosen to live away from the city to enjoy their small farms and convenient opportunities for fishing, hunting, and boating (16, p. 187). The researcher also found that family relationships were reported more unfavorable for semiskilled factory employees in Detroit than for semiskilled factory workers in small towns (16, p. 191).

Employment and consumlership

Hill (13) briefly considered some employment factors in his study of management of family resources. The participants were an intergenerational sample of intact nuclear families living within 50 miles of Minneapolis-St. Paul, composed of 100 grandparent families, 100 parent families, and 100 young married families. The data were collected by means of four interviews covering a period of one year.

The areas of inquiry included long-range planning and decision-making concerning eight recurring problems, four of which were occupational changes, changes in the family's financial portfolio in savings, investments, and insurance and retirement plans. "Consumership," defined as effective
planning, decision making, action taking, and evaluation, was negatively correlated with lifetime income. Educational level of the subjects, however, highly correlated with the "expressions of consumership." Present income, occupation of the husband, and the composite measure of social class failed to predict "consumership" although they did correlate with education (13, p. 457).

Research Concerning Families of Industrial Workers

A study of marriages of blue-collar workers by Komatovsky (15) lends support for the methodology used in the present study. The research concerned workers with no more than high school educations. Independent interviews were conducted with both husband and wife in 58 blue-collar marriages. The major part of the data were obtained from open-ended questions in two two-hour sessions with the wife and from one two-hour session with the husband. Only two interviews were recorded on tape, as the recording machine made the respondents uncomfortable. However, the interviewees did not seem to object to detailed note taking (15, p. 12).

The findings revealed that the women were very open, candid, and frank. This was contrasted with middle-class college-educated women in previous research who obviously wanted to favorably impress the researchers and tried to
interview the interviewers. The majority of the blue-collar wives, usually during the second interview, confided intimate feelings. Also, blue-collar wives seemed to accept house-wifery, and the researchers did not observe the low prestige that educated housewives sometimes attached to their role. The men were less responsive than the women and five husbands whose wives were interviewed refused to participate. Although husbands talked easily enough about their jobs, when the interview turned to the marriage relationship, many became noticeably uncomfortable (15, p. 14).

Komarovsky found that masculine domination was more prevalent in families whose income was less than $4,000 as opposed to those with incomes over $4,000 per year. Also, the chances of masculine dominance declined with better education of the husband (15, p. 224).

Other findings revealed that "only a few" of these blue-collar workers felt strong pride in occupational achievement (15, p. 280). Although 45 per cent of the men interviewed were not wholly satisfied with their jobs, they had no plans for upward occupational mobility.

In investigating the social life of the husband and wife as a couple, Komarovsky found that one-fifth of the couples never visited socially with other couples apart from relatives, and another 16 per cent reportedly did so only very infrequently (15, p. 311). Unhappy marriages
were more frequent among the poorest families in the group (15, p. 290). Although the marriages in the sample of blue-collar workers were stable, one-third of the marriages were rated as less than "moderately happy" (15, p. 331).

Patterson (24, p. 76-7) found that a survey of the buying practices of working-class families revealed unexpected trends. He reported that the blue-collar segment of the population contained some 25,000,000 families and accounted for the consumption of a large percentage of certain expensive consumer goods. High-income families did not necessarily purchase high-quality products and low-income families purchase low-quality products. According to Patterson, blue-collar workers purchased over 50 per cent of all outboard motors sold in 1961, 40 per cent of all top-priced refrigerators, 38 per cent of the most expensive washing machines, and 37 per cent of the best sewing machines. Working-class families also bought 20 per cent more premium-brand coffee than white-collar families.

Occupational Aspirations and Achievement and Environmental Factors

Four of the studies which are reviewed in this chapter reported relationships between selected environmental characteristics of children and their occupational aspirations.
and achievements. Although the present study is not primarily concerned with the occupational aspirations and achievements of children, these studies are pertinent because findings regarding relationships help establish whether links exist between employment factors and the home environment.

Haller and Miller (9) developed an instrument designed to measure the level of occupational aspiration of high school boys. The instrument was standardized by administering it to 433 boys, and the authors claim high reliability between their Occupational Aspiration Scale and the North-Hatt Occupational Aspiration Scale. The researchers found the level of occupational aspiration for boys to be related to the following social and psychological characteristics: "success orientations of the groups to which the boy belonged," "the son's estimate of his parents' level of educational aspiration for him," "personality adjustment," "emotional stability," "lack of nervous tension," "super ego strength," "sophistication," and "independent self-sufficiency" (9, p. 127).

This study was reviewed because it was assumed that the social and psychological characteristics listed above are at least partially a product of the home environment. Since these characteristics influenced employment aspirations, relevance to the present study is indicated.
Dole (4) conducted a study of values as determinants of educational-vocational choices of 10,885 male and 11,925 female students in Hawaii. Six surveys were taken with one at each of the following educational levels: sixth grade, ninth grade, twelfth grade, University of Hawaii freshmen, University of Hawaii seniors, and an adult education class. All students were asked to respond to a "What I Want to Do" inventory and the adults were asked why they enrolled in their particular course (4, p. 44).

National-ethnic origin, generation, occupational classification of father, plans after high school, occupational goals, and certainty about educational-vocational plans were asked. According to the responses, values were identified such as satisfaction, advancement, and security. Of the professional, semiprofessional, semiskilled, and unskilled levels of occupations which were considered, it was found that significantly higher percentages of ninth grade sons of professional or semiprofessional fathers than of other fathers preferred a "college preparatory scientific high school study program." Also, more twelfth grade sons of professional fathers than of other fathers planned on further education. Significantly fewer ninth grade sons of professional fathers preferred a high school technical study program, and fewer
high school sons of professional fathers planned on apprenticeship and military service than was true for the sons of other fathers (4, p. 90).

Fewer sons of unskilled fathers in the sixth grade military district preferred a "college preparatory scientific high school study program." At the ninth grade level, fewer sons of semiskilled workers than of the other three levels of occupations preferred the college preparatory course and all ages of sons of unskilled workers planned fewer college preparatory courses. Fewer sons of both semiskilled and unskilled fathers at the high school senior level planned on further education (4, p. 91).

In general, it is observed that the occupational level of the father is related to the educational-vocational choices of the son. This study was reviewed because, although the job of the father is not part of the home environment per se, level of income does influence the home environment (15, p. 290), and research has indicated that the father interprets the occupational world to his family within the context of home life (1, p. 130).

In a follow-up study of 351 metropolitan high school seniors, Davis and Hess (3) studied the relationship between achievement in high school, college, and occupation. The students came from white-collar and working-class families and the data involved three major dimensions of
behavior: achievement in work, integration into social aspects of the community, and development of internal areas of experience such as self-evaluation and identity.

The first data were collected in 1952 during the high school senior year of the subjects, and the other data eight years later. The former included measures of social participation and academic talent and achievement such as intelligence quotient, grade average, rank in class, and disparity score (difference in class rank from other students). The latter included information intended to reflect success as defined by society such as the acquisition of prestige in the community and development of earning power (3, p. VII-4).

The only social or academic relationship to work-achievement was scholastic performance (grade average). Davis and Hess believed that future adult performance in occupation was not completely established by the time of the senior year in high school and that their results vividly illustrated the importance of post-high school events. The researchers interpreted their results as pointing toward late adolescence and early twenties as perhaps a more critical period of development of occupational achievement than is adolescence (3, P. VII-12).

To the present researcher, this raises the question of the possible impact of the home environment in the early
years of marriage.

Aberle and Naegele (1) studied the relationship between the occupational role of middle-class fathers and their attitudes toward their children. The study was conducted in Boston, and most of the parents had a college education. The subjects were over 20 sets of parents with one child in a particular nursery school. The authors maintained that an adult's experiences tell him what attitudes, skills, and qualities his child must have to fit into the adult role system (1, p. 126). His job is a major part of his experiences and, therefore, contributes to his behavior toward the socialization of his children.

The researchers reported:

*It became clear in the course of research that the relationship which some fathers could see between their job situation and their behavior in the home was trivial, that some fathers could find no connection, and still others flatly rejected the idea that there could be any connection.* (1, p. 129)

In spite of the fact that the fathers were not consciously aware of relationships between employment and the home, the researchers observed that the middle-class fathers evaluated their children in terms of their occupational roles (1, p. 130). Some ways in which the father's occupational role affected his evaluation of his children were the middle-class expectations that his sons be responsible, show initiative, be competent, be aggressive,
and be capable of meeting competition. Fathers thought their sons should be emotionally stable and capable of self-restraint. The researchers reported that these qualities were important in the occupational world. The fathers did not worry about their daughters as much as their sons, however, because the daughters would be occupying different roles. Since marriage was the primary goal for daughters, occupational careers were not taken seriously. Fathers vaguely wanted their daughters to be a good mate and not to be aggressive (1, p. 132).

Employment and Family Clothing Behaviors

The differing roles which clothing plays in families and employment at various occupational levels have been explored by authorities in clothing and sociology. Form and Stone (7) studied the social significance of clothing in the occupational life of 108 men in a city of 10,000. The participants were a random sample drawn according to the prestige of their occupation, and the number of participants in each prestige category were selected in proportion to the percentage of all occupations held by married men in the city.

Data were gathered on wardrobe composition and preferences, importance of clothing in the work situation, relevance of clothing for community participation, and
general social-psychological problems related to the wearing of clothing. The findings revealed that the most significant difference disclosed was that white-collar workers appraised clothing in terms of favorably impressing other people with whom they came in contact at work. As a consequence, white-collar workers viewed dress as a symbol capable of manipulation in the work situation to influence others. Manual workers, however, were often unaware that others may judge them on the basis of their clothing and were more concerned with the durability of clothing (7, p. 4).

Nine-tenths of the respondents expressed satisfaction with their work clothing, but more white-collar workers than manual workers felt they did not have enough money to purchase all of the clothes they needed at work. White-collar workers actually had more money to spend for clothing; thus, there was a greater concentration of deprivation feelings with reference to occupational dress among white-collar workers (7, p. 21).

White-collar workers felt that deviation in dress would impair relationships with colleagues or customers. The agents for control for this group were vaguely and diffusely defined, including such agents as the public, customers, or the entire work force. Manual workers, however, felt that deviations in dress would draw ridicule
from others in their work group and that they would actively intervene to control the deviation. Thus, self-evaluation for the white-collar group was difficult to achieve with adequate certainty, but the manual worker had more security in this respect because he gained immediate approval or disapproval of his dress from his work group (7, p. 6).

Although some people maintain that American men are seldom preoccupied with clothing, about one-half of the men studied in the research ascribed relatively high importance to clothing in general. Form and Stone established that this finding was a function of both the type of occupation men were engaged in and the social standing of those occupations (7, p. 4).

In another research effort, Stone and Form (29) studied the social and social-psychological contexts of shopping. The subjects represented a random sample of 115 wives of all married men in a town in south-central Michigan. Occupations of the husbands were classified, ranked according to prestige, and cases were drawn at random in proportion to the percentage of all occupations. The data were collected through interviews with each homemaker.

Responses to a question inquiring whether the homemaker felt she had enough money to buy all of the clothes
she needed revealed that economic pressures were a matter of position in the community stratification system. The lower-income groups reportedly felt a sense of economic depression as far as clothing expenses were concerned, with almost three-fourths of them indicating they did not have enough money for necessary clothing purchases. In the upper-income groups, however, three-fourths of the wives reported sufficient funds. Social class was also similarly associated with feeling of economic depression, and the higher the income or social class, the less frequent were reports of deprivation (29, p. 25).

"Reflexive orientation" (shopping with others to get their opinion on "how I look") occurred most frequently among those women whose husbands were either upwardly or downwardly mobile on the job. These women seemed to be less secure about their dress than were the women whose husbands had occupational careers that were relatively stable. The authors attributed this to the fact that upwardly mobile wives must learn new and different life styles which are often reflected in mode of dress, while downwardly mobile wives show concern about evaluation by others (29, p. 35).

Violations of situational expectations concerning clothing had social repercussions according to Stone and Form. Three-fourths of the women anticipated that others
would "do something" if they did not dress appropriately 
(29, p. 13).

In a study of the relevance of occupation and income 
to mother's selection of clothing for their ten-, eleven-, 
and twelve-year old daughters, Rosencranz (25) contrasted 
two occupational groups. A sample of 90 families was drawn 
at random from the 1955 Lansing City Directory with 45 
white-collar workers and 45 manual workers. Higher in-
come was not necessarily synonymous with higher status oc-
cupations, but nine-tenths of the white-collar incomes were 
over $5,000 per year, while only two-fifths of the manual 
workers had incomes over $5,000.

Rosencranz reported that wives in the white-collar and 
high-income groups bought more school dresses in high pres-
tige specialty shops or better department stores than did 
wives in the manual worker and low income groups. More 
wives in the manual worker group said their purchases were 
based mainly on economic considerations, and they could 
also recall more brand names they had bought. In general 
the lower group was more concerned with ease of care, wearing 
qualities, and price factors, while appearance was more im-
portant to the high group (25, p. 3).

Contrary to the expectations of the researcher, there 
were no significant differences between the low and high 
income groups in prices paid for either school dresses or
good dresses. However, the prices paid for these dresses did differ between the labor groups, with manual workers paying less than the white-collar workers (25, p. 11).

Other findings indicated that the lower income group bought more sale dresses and that wives of both white-collar workers and the high income group responded with more complete answers. They seemed to show more discrimination in both choice of dresses and in reasons for particular preferences (25, p. 4).

Authors of literature concerning blue-collar workers have noted relationships between employment and clothing behaviors. Handel and Rainwater (11, p. 41) reported that working class men bought suits of clothing quite infrequently. Because of the way clothing fitted into their lifestyle, expenditures for clothing were much lower for blue-collar workers than for the middle class. Also, manual workers spent proportionately less on dry-cleaning services and were more likely to buy an automatic washer than to use a laundromat, commercial laundry, or diaper service.

Sexton (26, p. 83) observed that in the working class, expenditures for clothing for their children gave the wives greatest satisfaction, while expenditures on clothing for themselves was most satisfying to middle-class women. The author also noted differences in taste between middle-class and working-class women with the former preferring a more
natural look in clothing and accessories.

Employment and Sociological Characteristics

Sociological characteristics of blue-collar workers

There is not unanimous agreement among authorities concerning the sociological differences between blue-collar and white-collar workers. Mayer stated:

... a large part of the working class shares a 'white collar' style of life and accepts middle class values and beliefs. This is especially true of craftsmen, foremen, and skilled mechanics, whose high wages nowadays exceed the salaries of many lower middle class white collar employees and even of small businessmen. (22, p. 41-42)

Mayer's theory was that, in many respects, the differences between the "aristocracy of skilled labor" and the bulk of semiskilled and unskilled manual laborers were more significant sociologically than the differences between skilled craftsmen and lower-middle-class white-collar workers. He believed that striving for success and upward mobility, traditionally lower-middle-class values, had extended downward into the working class and that the life styles of skilled and better-paid semiskilled workers most closely resembled the lower-middle class because of the higher wages they had received in recent years (22, p. 47).

Hamilton (10), however, wrote a paper challenging the ideas set forth by Mayer. He pointed out that since skilled
workers tended to be the sons of manual workers or of farmers, it was reasonable to expect that their values would reflect these milieus. At the time of the presentation of the paper, Hamilton reported that about 40 per cent of all workers in the industrial society came from farm origins and 88 per cent of the skilled craftsmen had fathers who were manual workers or farmers (10, p. 43-44).

The major hypothesis of the paper was that the values and behaviors of skilled workers were similar to those of the semiskilled workers rather than to those of white-collar workers. Hamilton reported:

Mayer is ambiguous about the process whereby manual workers come to possess middle-class orientations. On the one hand, he suggests high income to be an 'enabling' factor which allows the once-deprived to realize the middle-class ambitions they possessed even before affluence. The assumption here is that all persons share these aspirations; it is only their poverty which makes them different. If this were the case, we would have to raise the question as to the sources of this widespread value homogeniety . . . . (10, p. 44)

Educational aspiration is another area where differences between values of blue-collar and white-collar workers have been noted. Handel and Rainwater (11, p. 38) reported that it was becoming commonplace for working-class parents to express a desire for a college education for their children. Although this finding was similar to aspirations of the middle class, the researchers perceived that a college education had quite dif-
ferent meanings for working-class and middle-class people. One example of this was that working-class parents drew a sharp distinction between sons and daughters with respect to the importance of a college education.

Not only do they seldom aspire to a college education for their daughters, but are likely to regard a daughter's stay in college as wasted unless she both completes the course and applies what she has learned in an occupation--school teaching being the occupation usually mentioned illustratively. Quite simply, education is regarded as preparation for a job...education is conceived quite narrowly as vocational training and a kind of entry card to an occupation, and this is in contrast to the middle-class view. (11, p. 38)

Handel and Rainwater found that while the importance of vocational preparation was by no means slighted in the lower-middle class, education was more broadly conceived. White-collar workers were likely to believe that education was valuable even if not put into direct use in an occupation and regarded a year or two of college for a girl as contributing to make her a more refined person rather than as a waste of time and money (11, p. 38).

The researchers also noted other sociological characteristics of blue-collar families. Increased importance was given to the nuclear family with a corresponding decrease in importance given to the extended family. This change was observed in such areas of behavior as occupation, residence, social participation, leisure time, and familial roles (11, p. 40).
In a survey of studies of blue-collar workers, Dyer (5) concluded that the studies consistently showed that the majority of blue-collar workers did not want their children to follow in their line of work. The wives concurred in this feeling, and it was also transmitted to the children, in that all but a few children expressed a desire to follow an occupation different from that of the father. Dyer reported:

This is in contrast to the general trend for sons of most lower occupational workers to actually follow in their father's footsteps, particularly as to occupational level. (5, p. 90)

**Housing and employment status**

The Johns Hopkins Longitudinal Study, conducted by Wilner et al. (31) studied the effects of housing on health and social adjustment. The study compared the initial background and subsequent history of two matched groups of Negro families living in Baltimore, Maryland. The test group of 400 families moved from the slums into new housing and the control group of 600 families remained in generally poor housing. The data collected consisted of an investigation of the influence of housing quality during a period of approximately three years and were obtained through personal interviews with members of the two groups and from public agency records (3, p. xix).
Six social-psychological adjustment factors were investigated, one of which was self concept and aspirations. The findings revealed that although the test group women showed "positive" reactions to the physical aspects of their housing and reported better relationships with their neighbors, more pride in their neighborhood, and felt they were rising in the world, the expectation of the researchers that heightened aspirations would accompany perceived betterment was not borne out (31, p. 250). The families did not have higher aspirations for getting a better job, home ownership, or more schooling for their children.

No educational program was reported as accompanying the change in housing. The findings of the research indicated that improved housing alone did not produce higher job aspirations. The present researcher interprets this finding as indicating that it is likely that some environmental factor other than housing alone or a combination of environmental factors may influence job aspirations.

In a study of the relationship between social disorganization and housing characteristics, Loring (20, p. 164) found that social disorganization, of which non-support by family heads was one measure, was not related to six housing characteristics. Eighty-three pairs of households were matched on seven factors, one of which was occupation.
Families were judged socially disorganized if they had turned to community case work agencies or had a court record.

A question may be raised here as to whether or not turning to a community case work agency really constitutes evidence of more social disorganization than may have existed in some families who did not use these resources. The court record would probably be a more reliable source of information concerning social disorganization.

Other Instruments Considered

In planning the research, instruments which had been used by researchers in other studies and some critiques of these instruments were obtained for consideration for use in the present research. The following instruments and criticisms were considered in development of the interview schedule for the present study:

Clothing Study Work Situation by Form (6),
Personal Orientation Inventory by Shostrom (28),
Index of Status Characteristics by Warner (30, p. 123),
Parental Attitude Research Instrument, Form IV by Shaefer and Bell (27),
Criticisms and Informal Notes on the Use of the parental Attitude Research Instrument by Bell (2),
Family Resource Study by Liston (18),
Terman Self-rating Happiness Scale, reported in Locke (19, p. 65).

The two instruments which were used in the present study in their original form were the Index of Status Characteristics, which was used in calculating the social-class status of the subjects, and the Terman Self-rating Happiness Scale. Eight tests measuring marital happiness or marital adjustment were located in marriage-and-family textbooks and each was reviewed for possible use. In her study of "Measures of Marital Satisfaction," Luckey (21) did a correlation study of three marital instruments. The results of her study of 69 married couples revealed that the couples had significantly similar results on a 22-itemed instrument, a five-itemed instrument, and a single-itemed instrument, which was the Terman Self-rating Happiness Scale. Luckey suggested that since the results of the three instruments were similar, the shortest one would have obvious advantages for research purposes (21, p. 597). After consideration of these findings, the Terman instrument was selected for use in the present study.

The five other instruments and critiques listed above were not used in the present study in their original form. The critiques and some items on the instruments suggested ideas for investigation, and the extent to which the different instruments were appropriate for use in the present study varied.
METHOD OF PROCEDURE

The present study was exploratory in nature because of the limited number of studies that have been concerned with both employment and home environment and the limited experiences of researchers in home economics education in working with manufacturing companies and unions. The bases for the choice of different procedures and analysis of the effectiveness of these procedures were an important part of the research. A description of the procedures is included in this chapter.

Definition of Population and Sample

The population of ultimate concern in this study was workers (and their families) who were employed in fields for which vocational and technical education assume responsibility for instruction. This included vocations which are classified as skilled and semiskilled. The present exploratory study focused upon a sample of employees of a manufacturing company working as skilled, semiskilled, or unskilled laborers. One reason for choosing manufacturing was that any relationships that might exist between home environment and performance of the man on the job seemed less obvious than would be true in some kinds of work for which vocational education provides training and in which the wife of the man plays a more active and direct role in
relation to his job.

Selection of a manufacturing company

After compiling a list of manufacturing companies in a selected midwestern non-metropolitan area and consulting with experts in such fields as industrial psychology, sociology, and engineering extension, a company was tentatively selected. Conferences were held with officials of the company who conferred with officials of the local of the international union regarding the proposed study. Arrangements were worked out for conducting the study using procedures that were satisfactory to the company, the union, and the research personnel.

The company chosen was a well established manufacturing firm. It had maintained good labor-management relations over a period of years, manufactured metal products, and employed a sufficient number of workers to provide for the size of sample desired. In this study, in order to provide anonymity for the company and employees, the existing wage groups were arbitrarily categorized into 11 groups ranging from unskilled to semiskilled to skilled trades.

Identification of sample of employees

In order to make more identifiable those character-
istics of the home environment which were related to the employment record of the husband, two sets of criteria were set up for specifying the characteristics of the employees and their families to be included in the study. The first set of criteria identified those characteristics which all participants were expected to have in common and was an attempt to hold constant certain family and employment traits which might have confounded the findings. The second set of criteria was to contrast and distinguish between employment characteristics of two groups of employees. The common criteria included family and employment traits and a list was prepared by the company of those employees meeting the following criteria:

1. Each man was married, with his wife living at home and employed outside the home less than 20 hours per week. (The company did not have information concerning employment of the wife, so eligibility concerning this factor was established at the time of the interview).

2. Each family included one or more children under the age of 18 years living at home. Since the company did not have a record of the number of children of the employees, three or more deductions for income tax purposes was used as a means of identifying those men most likely to meet this
and the preceding criterion.

3. Each man was initially employed by the company at some time during the period of 1951 through 1955 and had been continuously employed ever since.

4. Each was 20 to 40 years of age at the time of first employment. (The two preceding criteria were set up because it was anticipated that in 11 to 15 years a man would have established an employment record and would be at the stage in the life cycle when most of his children would be born and still residing at home, yet he would not be at an age near retirement when inquiries concerning his home and job might be threatening).

5. Each man, at the time of employment had one of the following educational levels: eighth grade, had completed some years of high school but had not been graduated, or had been graduated from high school.

6. Each was first employed by the company in one of the three lowest wage groups. Five exceptions were made to this criterion in Group 2.

The criterion used for differentiating between the two groups was the wage group at the time of the study:

1. Twenty of the men were in the lower wage groups at
the time of the study, including wage groups one, two, three, and four. This group of men comprise what is referred to as Group 1 throughout this report.

2. Twenty of the men were in the upper wage groups at the time of the study, including wage groups seven, eight, nine, ten, and eleven. This group of men comprise what is referred to as Group 2 throughout this report.

It was hoped that a sample of 40 men could be obtained for the study. However, because of expected attrition of those families who did not meet the criteria or who did not wish to participate, the company was asked to select 60 men who met the employment criteria. When a company representative examined records, he discovered that the company had only 78 men in the entire plant who met the criteria, so all 78 names were submitted to the director of the research for the total project to allow for greater selectivity and the possibility of high attrition. Forty-seven men met the criteria for being included in Group 1, and 31 met the criteria for being included in Group 2 with the five exceptions as to the beginning wage group as noted under the sixth criterion in the first set of criteria.

Table 1 shows the distribution of the population of 78 eligible employees according to their criterion group
and the number of years of schooling completed at the time of first employment by the company. An inspection of these data revealed that a higher proportion of those in the upper wage groups at the present time had completed high school

Table 1. Distribution of 78 employees by criterion group and educational level.

<table>
<thead>
<tr>
<th>Criterion group</th>
<th>Years of schooling</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>less than 12</td>
<td></td>
</tr>
<tr>
<td>Lower wage groups</td>
<td>15</td>
<td>10</td>
</tr>
<tr>
<td>Upper wage groups</td>
<td>5</td>
<td>7</td>
</tr>
</tbody>
</table>

when first employed than was true for those presently in the lower wage groups. Since level of education would be expected to correlate with achievement on the job and since one of the purposes of this study was to identify characteristics of the home environment that may be related to employment history, an effort was made to have equal numbers of men in the two criterion groups at the different educational levels.

Judgment sampling was used in preference to random sampling in selecting 20 employees from each of the two criterion groups. This was done in order to have the two groups comparable on the basis of the educational level of the men at the time of first employment by the company and
as different as possible on the known employment variables. A group of 20 men was selected for each of the two criterion groups with five having an eighth grade education, five having more than eighth grade but less than high school graduation, and 10 having been graduated from high school.

The director of the research (total project) selected the employees to be included in the sample and prepared a list of the names and addresses of the first 40 selected. Names were arranged in alphabetical order according to the family name and there was no way for anyone other than the director of the research to identify the criterion group for any employee. This was done so that the interviewers would not subconsciously color their findings by knowing in advance the criterion group to which the husband belonged.

As the interviewing proceeded and the interviewers reported ineligible families, the research director selected alternates until 20 eligible families had been interviewed in each criterion group.

The distribution of the 78 employees according to their sampling status is shown in Table 2. Of the eight employees who were selected in the sample but found to be ineligible in Group 1, six were ineligible because the wife was employed more than half-time outside the home, and two were separated or divorced from their wives. The five ineligible
employees in Group 2 were ineligible because their wives were working more than half-time outside of the home. Three of the homemakers refused to participate indicating that they were too busy to give the time for the interview.

Table 2. Distribution of population of employees by sampling status and criterion group.

<table>
<thead>
<tr>
<th>Sampling status</th>
<th>Criterion group</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Lower wage</td>
</tr>
<tr>
<td></td>
<td>Upper wage</td>
</tr>
<tr>
<td>Selected and interviewed</td>
<td>20</td>
</tr>
<tr>
<td>Selected but ineligible</td>
<td>8</td>
</tr>
<tr>
<td>Selected but homemaker refused to be interviewed</td>
<td>2</td>
</tr>
<tr>
<td>Not selected in original sample or as a replacement</td>
<td>17</td>
</tr>
<tr>
<td></td>
<td>5</td>
</tr>
</tbody>
</table>

One limitation of the study is that the interview did not include obtaining information concerning divorce. Since comparable data were not available for all of the families, the occurrence of divorce is not analyzed further in this study.

Selection of Employment Variables

The choice of variables to be used in describing employment records was determined by the kinds of data recorded
by the company; validity of these data for the purposes of the present study as judged by the company representatives, researchers, and consultants; availability of the data to the researchers in terms of the policies of the company and the union; and consideration as to whether the kinds of data available from this company would be expected to be available from companies to be included in later studies. Variables selected included wage group at the time of the study, seniority, upward mobility in the company, income, absenteeism, accidents, and suggestions to the company.

The present wage group was not only used in categorizing the employees into the two criterion groups but was also used as a separate variable. Supplementing the wage group identification was the job classification of the employee at the time of this study. The wage scale for each wage group including the hourly rate of pay and the incentive rate of pay were also available.

Two measures of upward mobility within the company were used. These were the number of successful bids upward and the distance between the wage group in which the man started when first employed and the wage group in which the man was at the time of the study. The number of successful bids upward was the number of promotions which had been awarded the employee after he had bid for the vacant positions. A further explanation of the number of successful
bids upward is included in the Coding Plan of the Appendix under variable number five. Both of these measures were crude and inadequate in terms of meeting a criterion of comparability for all men in the sample because the number of successful bids upward for any individual employee would depend, in part, upon the number of bids he made. Also, the number of vacancies and hence, the number of opportunities for bids varied among departments and among different types of job classifications. The distance between the beginning wage group and the wage group at the time of the study represents a scaling of wage rate levels and not a sequence of upward steps that any individual employee would necessarily have taken. Certain job classifications and types of work existed only at particular wage groups and in certain departments. It is probable that no one man would move through each succeeding wage group. The distance does represent a wage-rate distance, however.

Measures of the income of the employee included income received from the company, income earned from other sources, and the total income. Due to a company policy, no information regarding wages earned by any individual could be revealed by the company; however, it was permissible for the interviewers to obtain this information from the individual if he wished to divulge it. Thus, data on income
were in the form of categories of income based on quantity as shown on the form directed to the employee and left at the home for him to fill out. A copy of this questionnaire is included in the Appendix. The company did submit the hourly and incentive rate of pay for the wage group in which each employee in the sample was located. This served as a crude check for the accuracy of the incomes reported by the employees.

Absenteeism was measured in terms of the number of absences and the total hours of absence of the employee during the year of 1965. Information was also available regarding the categories of absences based on reasons for absences. Some categories of absences were dropped from the analysis when an inspection of the data revealed that they applied to very few individuals.

Accidents were recorded in terms of the type of injury and the seriousness of the injury. These data were dropped from the analysis because of the low incidence of accidents.

The total number of suggestions made to the company by the employee throughout his entire term of employment was recorded. This included both those suggestions for which he received a reward and those for which he did not. A policy of the company sets the range for the amount of the reward, which is based, in part, on the savings the company makes during the first six months after adopting the suggestion.
The possibility of obtaining ratings of workers by supervisors was considered. It was decided, after discussing the possibility with representatives of the company, that there were no ratings available which would be reliable or valid for this study.

Selection of Home-Environment Variables

The selected aspects of the home environment which are reported in the present study were part of a broader exploratory effort conducted by the Department of Home Economics Education, Iowa State University. The environmental characteristics of the home which comprised the total study included behaviors of the family related to clothing, social and psychological characteristics, management of resources, food and nutrition, child development, family relationships, health, and values. The present study is a report of two aspects of the total study, namely behaviors related to clothing and sociological characteristics.

The decision of which selected aspects of the home environment would be reported in the present study was influenced by the professional interests and qualifications of the researcher. The researcher had major responsibility for developing the exploration of variables concerning clothing behaviors and sociological characteristics for the total study.
In order to determine which home-environmental variables to include in the total study, available resources were utilized and the objectives were considered. Characteristics of the home that might be related to employment, reference materials, and possible rationale supporting their selection were suggested by resource persons who assisted in defining the variables. Literature was reviewed regarding characteristics associated with behaviors of workers in vocations of concern to this study as well as aspects of the home environment. The findings of the research reported in the Review of Literature were considered in determination of the variables.

Because this research was designed to serve vocational education programs, it focused on those behaviors in the home that education can hope to change. Some additional types of data useful to educators in planning for meaningful instruction were also included.

The scope of home economics also helped determine the choice of characteristics of the home environment to study. Within home economics the study was limited to those aspects of the home that the researchers and resource persons believed might have the most important relationships to employment. Examples of the kinds of clothing behaviors which were included are the homemaker's knowledge of textiles, use of consumer information, sense of clothing adequacy, and the husband's dress on the job. Examples of
social characteristics which were included are housing data such as type of house and neighborhood, density, and attitudes toward housing; degree of social participation of the family; evidence of social mobility; and type of literature to which the family subscribed.

Development of the Interview Schedule

Method of collecting data

Since the literature revealed few previous studies which suggested hypotheses to be tested, the research was necessarily exploratory. The amount and type of data required from the homemaker were comprehensive and in some instances, of a personal nature; therefore, an important aspect of the collection of the data was building rapport with and gaining the confidence of the respondent. A personal interview in which the researcher could have direct contact with the homemakers in their homes, be alert to information beyond that included in the interview schedule, and insure the homemaker of confidential treatment of all responses seemed most valuable. Because the purpose was to identify environmental factors in given family units and to be able to follow up on promising leads that seemed to be developing as the data were being collected, the case study approach was chosen.
Planning the trial interview schedule

The researcher developed and revised those sections of the interview schedule which pertained to clothing behaviors and social characteristics with guidance from the director of the research and consultants. Another professional home economist assisted with the development of questions relating to the remainder of the home-environment variables. Conferences were held with experts in the areas of textiles and clothing, child development, research methods, home management, industrial psychology, labor, engineering extension, psychology, sociology and home economics education. These persons gave assistance in planning the interview schedule, phrasing the questions, and suggesting possible references. Several instruments used in previous studies were obtained to investigate the possibility of using them or adaptations of them in the study. Form (6) and Bell (2) provided the researcher with copies and criticisms of their respective instruments.

In the planning stages of the research, the possibility of interviewing both the husband and wife was considered. A tentative interview schedule was developed for use in interviewing the husband, but it was decided that it might be well to limit the source of information to the wife. Although interviewing both would help validate information received concerning the home environment, the additional
investigation did not seem feasible for the 18-month time period for which the project was funded. Also, it seemed unwise at that time to ask the company for more employee time in which to interview workers on the job, and the advisability of interviewing the husband and wife independently in their home at night or on week-ends seemed questionable in the light of travel distance and time limitations.

Clearing the interview schedule with authorities

The completed instrument was submitted to the U.S. Office of Education for approval the latter part of February, 1966. Final clearance for use of the instrument was granted March 24, 1966, and notification of this action was received by Iowa State University in a letter dated April 13. The instrument was also submitted to the cooperating company and union officials for their constructive criticism and approval. The officials were not primarily concerned about the contents of the instrument concerning the homemaking practices of the wife, but specific suggestions were made as to the type of employment information that they could divulge.

Final interview schedule

In its final form, the interview schedule for the total project required approximately two hours for the homemaker
to complete. A few respondents who were less verbal completed the interview in one and one-half hours, while some more talkative homemakers spent more than two and one-half hours responding to the interview questions. Excerpts from the instrument pertaining to the clothing and sociological characteristics may be found in the Appendix.

The sections of the total interview schedule were arranged in the following order: family composition and educational background, clothing behaviors, management of resources, food and nutrition, health, family relationships and child development, housing and social involvement. The above arrangement was an attempt to establish rapport and make the homemaker feel at ease by placing items at the beginning of the interview schedule that were factual, did not require a great deal of thought, and might encourage conversation. Also, those family and employment characteristics of the homemaker which were criteria for inclusion in the study were asked toward the beginning of the interview so that her eligibility was established before time had been spent conducting a large part of the interview. Items of a personal nature, such as marital happiness and family and child-rearing problems, were placed near the end of the interview in hopes that, by that time, the homemaker would be assured of confidential treatment of the data and feel free to confide information dealing with personal relationships.
Development of Questionnaire for Husband

At the end of the interview each homemaker was asked if she would solicit the cooperation of her husband in obtaining his approximate income from the company and from other sources and help him keep a dietary record of all food and drink he consumed for a three-day period. These data were picked up by the interviewers on a return visit approximately four days after the initial interview. A copy of the supplementary sheets for recording approximate income of the husband may be found in the Appendix.

Training of Interviewers

Pilot interviews

Seven pilot interviews were conducted as the research instrument was being developed. The interviewers expressed a need to gain a variety of experiences in order to develop interviewing techniques and obtain clues as to what types of information needed to be obtained. An attempt was made to have as broad a background as possible.

A letter of introduction was written by the head of the Department of Home Economics Education. It was anticipated that some of the homemakers who were approached might want assurance that the interviews were authentic.

Since the final interviews would be conducted with married women with children, an effort was made to visit
homes where there was some evidence of children living at home. Toys in the yard or children's clothing hanging on a clothesline proved to be good indicators of a home with a nuclear family present.

All of the pilot interviews were conducted in Iowa in non-metropolitan areas. On November 19, 1965, two pilot interviews were conducted, the first in the home of a mechanic in a town with approximately 1,000 population and the second in the nearby rural home of a tenant farm hand. A trip was made December 3, 1965, to a town of about 20,000 population where two pilot interviews were made with wives of factory workers. On December 7, another pilot interview was conducted with the wife of a butcher in the same town. A trip was made to a small town with less than 500 population on March 6, 1966, and the wife of the office manager at a food processing plant was interviewed. The seventh pilot interview was conducted on March 31, 1966, with the wife of a brick mason in a town of approximately 25,000 population.

After each day of interviewing the research instrument and interviewing techniques were evaluated in terms of the success of getting the desired information, completing the interview in a realistic time period, and building and maintaining rapport with the homemaker. Before the seventh pilot interview, the research instrument had received its last revisions in light of the above criteria and the entire
interview was tape recorded for purposes of constructive criticism. Both the instrument and interviewing techniques were examined by the director of the research to check for possible weaknesses and encourage appropriate interviewing procedure. Each of the two researchers who developed the interview schedule and later conducted the 40 interviews of the research project were present for all seven of the pilot interviews.

Professional training

On February 17, 1966, the Department of Home Management at Iowa State University held a one-day clinic conducted by the head of the department and principal investigator to train interviewers who were to collect data to be used in case studies in a research effort they were planning. The persons to be interviewed were welfare recipients. Both interviewers for the present study attended the clinic in order to further their knowledge of skills of interviewing. Also, both interviewers had completed a college course in research methods and consulted additional resource materials on interviewing techniques.

Collecting the Data

Data for the study were collected from three sources; namely the cooperating company, the homemaker at the time of the interview, and the employee who completed a question-
naire that was left at the home at the time of the inter-
view and picked up by the interviewers approximately four
days after the interview. The steps involved in collecting
and recording the data are described in this section.

Obtaining data from the company

The company prepared a form which was used to record
for each employee all of the data that were used in deter-
mining the eligibility of the employee for inclusion in the
study, the criterion group of the employee, and the vari-
ables related to the employment history. All of this in-
formation was presented to the researchers at the time of
a conference with company representatives on April 15, 1966.
A copy may be found in the Appendix.

Contacting the participants by mail

A letter signed by officials of the company and of
the union was mailed to the selected employees and their
wives on approximately May 1, 1966, prior to the beginning
of the interviews of the homemakers on May 4. The letter in-
formed the recipients that the company and the union were
cooperating with the study, briefly described the interest
of the researchers in obtaining information regarding home-
making practices of wives of working men for utilization in
vocational education programs, and encouraged their cooper-
ation with the interviewers who would be contacting the
homemakers. A copy of the letter is included in the Appendix.

The letters were sent to each of the 20 employees originally selected in the sample of the two criterion groups, and an additional group of 10 alternates for each criterion group, making a total of 60. Later when some additional replacements were needed for one of the criterion groups, letters were mailed to four additional employees and their wives.

A carbon copy of each of the letters was sent to the researchers so that the interviewers could have the copy of the letter at the time of the interview in case it was needed as evidence of the authenticity of the interviewer. Although the carbon copies of the letters were never needed for this purpose, the interviewers believed that the letter from the company and the union assisted in setting the stage for cooperation by the homemaker.

When the interviews had been completed, the director of the research wrote to each of the 64 employees and their wives who had received the earlier letter from the company and the union. The content of the letters varied according to whether the homemaker had been interviewed, had been found ineligible to be included in the study, was not selected in the actual sample interviewed, or had been contacted and refused to participate. Appreciation was ex-
pressed to the participants and to all a statement was sent expressing the hope that if further studies were carried out they would be willing to assist in the future.

**Locating the residence of the participants**

Street addresses were available from company records for those families who lived in the same town in which the company was located. However, there were no street addresses or directions for locating the families in smaller towns or rural areas. The local post offices usually assisted in locating those residences in the small towns, and a county farm directory, obtained at the local chamber of commerce, was consulted in locating residences in rural areas.

**Conducting the interviews**

The interviewing began on May 4, 1966, and was completed on June 14, 1966. An attempt was made to complete two interviews each day. It was originally planned that the interviewers would not make appointments with the homemakers, but would try to arrive at the home about 9:00 a.m. or 1:00 p.m. in hopes that the homemaker would have two free hours in which to talk to the interviewers. In this way, the homemaker would not have had an opportunity to "prepare" for the interview by cleaning house, dressing up, sending the children away, or planning the impression she would try to make or the responses she would give.
However, as the interviewing progressed and the number of homemakers left in the sample to be interviewed was diminished, it was not possible to find two homemakers each day who were free to devote the time necessary for completion of the interview. Sometimes only one interview a day could be completed because homemakers were away from home, too busy, entertaining friends, working outside of the home, or had moved to another residence. One day no interviews were obtained because, of the 10 homes visited, all of the homemakers were unable to participate due to one or more of the above reasons. In order to proceed on schedule with the research, appointments were made with some of the homemakers who were interviewed toward the end of the sample.

The interviewers gave each homemaker a recipe pamphlet entitled Money-Saving Main Dishes (23) at the end of each interview to express their appreciation for her cooperation. This bulletin was obtained from the Cooperative Extension Service, Iowa State University. The homemakers were also given a List of Publications (17) which listed all the bulletins available through the office of their local county home economist. The various subjects of the bulletins were called to their attention and they were encouraged to become acquainted with the services offered through the office of the county home economist.

The two interviewers traveled together, and both were present for each interview. Since the research was conducted
in communities unfamiliar to the interviewers, traveling together was a precautionary measure from the standpoint of safety. Also, each interviewer was expected to be alert to information beyond that included in the interview schedule, pursue prospective leads for more complete knowledge, and serve as a check for reliability between interviewers of any judgments made or impressions received about the home situation during the interview. The second interviewer also helped to free the homemaker and afford greater privacy for a two-hour period, especially when there were pre-school children to be supervised or when husbands or guests were present.

The interview schedule was arranged so that both interviewers visited with the homemaker. Each interviewer administered that part of the instrument for which she had major responsibility in developing. The first interviewer covered approximately one-third of the interview, the second interviewer conducted the intermediate sections, and the first interviewer conducted the final section of the interview. This method also provided a break in the two-hour session which helped reduce fatigue for the homemaker.

Reporting the interviews

After each interview the two interviewers made independent ratings of some of the housing, neighborhood, clothing,
family relationships, and sociological variables included in the study. Also, after each interview, the two interviewers independently recorded on a dictation machine supplementary information and impressions which they received during the interview. In this way it was hoped that additional evidence could be recorded before the information grew cold or was confused with interviews done at another time. The dictations were then transcribed and filed with other raw data for each individual case. The portions of the check list concerning the clothing and sociological variables which the interviewers used as a guide in making the above preliminary judgments are included in the Appendix.

Analyzing the Data

As a means of identifying selected aspects of the home environment that may be related to employment histories of skilled, semiskilled, and unskilled workers, three different methods of analysis were utilized. These included the development and analysis of case studies, a comparison of the two criterion groups based on the means of the variables within the two groups, and an examination of the intercorrelations among 63 variables within each of the criterion groups and for the total sample of 40 families. These variables concerning clothing and sociological factors helped make up the 116 variables which were intercorrelated for the total study.
Case studies

The case study method provided a means for the researcher to intensively study all of the data about a particular family. In the preparation of each case study, the researcher identified possible relationships between employment and home-environment characteristics by reflecting upon the following data: all the responses of the homemaker on the interview schedule, the employment information provided by the company and the husband, the observations and ratings made by the two professional home economists who conducted the interviews, and ratings concerning clothing behaviors and social mobility. The ratings were based on the responses of the homemaker to the interview schedule, the supplementary observations dictated by the interviewers, and the independent ratings made by the interviewers on the check list.

In developing the technique for making the ratings concerning clothing behaviors and social mobility of the family, three independent judges evaluated seven case studies. During the evaluations of the seven cases, which took place over a two-month period, an instrument which served as a guide for the judges in making the evaluations was developed and revised. The procedures and sources of information used by the judges in making the ratings is described in the instrument, Directions for Judges--Form I,
which is included in the Appendix.

The panel of independent judges who made the ratings was composed of the present researcher, the director of the research for the total study, and an expert in the field of clothing and sociology. Reliability was established between the ratings made by the three independent judges by computing the reliability among judges on three cases, discussing the disagreements in a conference, and repeating the process with two more cases. The range of the reliability scores for the five cases was 0.65 to 0.93. Finally, two additional cases were rated by the present researcher and the expert in clothing and sociology with reliability scores of 0.93 and 1.00. Since reliability between judges had been established, the present researcher completed the ratings for the remaining 33 cases.

An estimate of socio-economic status for each of the 40 cases was calculated according to the Index of Status Characteristics developed by Warner (30, p. 123). Four components were used in determining status: type of occupation, source of income, house type, and dwelling area. Each component was given a score ranging from one to seven and the relative importance of each was controlled by weighting the four components with a four, three, three, and two respectively.

Source of income was the same for each of the 40 workers; that is, wages from the company. Thus, only three of
the components functioned in discriminating among the Index of Status Characteristics scores.

On the occupational rating scale, skilled workers were scored two points higher than semiskilled workers and three points higher than unskilled workers. Since the workers in Group 2 were skilled workers or had positions of leadership and the workers in Group 1 were semiskilled or unskilled, Group 2 men received eight to twelve points more than workers in Group 1. One-third of the Index of Status Characteristics was dependent upon the criterion group of the father.

For the above reasons, the Index of Status Characteristics was not adequate for comparing the two criterion groups; however, it did serve as a means of identifying a hierarchy of family status within each criterion group. Scores on the Index of Status Characteristics are given for the six case studies presented in this report. The numerical ratings assigned by Warner (30, p. 123) were set up so that one was the highest number and seven was the lowest number. Scores should be interpreted with the knowledge that the lower the score on Index of Status Characteristics, the higher the status of the family.

The six case studies which are presented in this report were selected according to the following guidelines:

1. Two of the cases in the upper criterion group received relatively high scores on the over-all level
of performance of the homemaker concerning
the home-environment characteristics which
were studied.

2. One contrasting case in the upper criterion
group received relatively low scores on the
over-all level of performance of the homemaker
concerning the home-environment characteristics
which were studied.

3. Two of the cases in the lower criterion group re­
ceived relatively low scores on the over-all
level of performance of the homemaker concerning
the home-environment characteristics which were
studied.

4. One contrasting case in the lower criterion group
received relatively high scores on the over-all
level of performance of the homemaker concerning
the home-environment characteristics which were
studied.

The cases presented were not a random sample and were not
intended to necessarily illustrate typical behaviors of the
sample of 40.

Comparison of means

The comparison of the two criterion groups on the
basis of means was used to identify any differences which
might exist between the two groups. Although the comparison
of the group means was a crude measure of differences between the two groups, it did point directions for further analysis.

**Intercorrelations among 63 variables**

The method of sampling that was used was not designed for estimating characteristics of the population of employees in this study because no estimate of sampling error was possible. The attempt was to maximize the differences between the two groups on employment variables in order to increase the visibility of any differences in home-environment variables.

Although only limited conclusions can be reached on the basis of intercorrelations among 63 variables for samples of the size of 20 and 40, this method of analysis was used for two purposes; namely, to identify related variables that could be combined into clusters in order to reduce the number of variables to be discussed and to provide clues to possible relationships among characteristics of home environment and employment behaviors. Because the correlations were used as rough estimates to get clues for possible relationships between employment and the home environment, cluster scores were not computed. References to clusters throughout this report refer to individual variables which were grouped together after correlations were inspected. Variables were not combined into clusters un-
less they also appeared to be related logically on the basis of content. The Computation Center at Iowa State University computed the correlations. The manner in which each variable was coded or scored is shown in the Appendix.

For the total study, 116 variables were intercorrelated, 63 of which were pertinent for the study of clothing and sociological characteristics. In intercorrelating 116 variables with a sample size of 40, around 67 and 335 correlations could be expected to appear significantly different from zero by chance at the one and five per cent levels of significance, respectively. The number of correlations significantly different from zero at the one and five per cent levels respectively were 435 and 1007. Throughout the report of results the correlations mentioned are those based on the total sample. In selecting relationships to report, weight was given to the level of significance of the correlation, the clustering of variables, and the judged importance of the relationship in the light of the purposes of the study.
ANALYSES OF SELECTED CASE STUDIES

Data for six case studies are presented and analyzed in this chapter. Families A, B, and C were in Group 2, while Families D, E, and F were in Group 1. Further criteria used in the selection of cases to be presented in this report are discussed in the Method of Procedure.

In order to simplify presentation of certain family and employment data, the case studies are preceded by a figure which summarizes pertinent information. Each case study is further organized into two major parts.

The first section includes (1) the interviewers' approach in gaining the cooperation of the homemaker, which is intended to help introduce the family and may also serve as a guide to further research conducted by interview method; (2) the presentation of the home-environment data concerning the sociological characteristics and clothing behaviors of the family; and (3) additional data which were obtained in the total study and seemed important in understanding the home environment, but did not specifically deal with sociological or clothing variables. The sources of the information presented in the first section were the responses of the homemaker to the interview schedule and observations made by the interviewers.

The second section includes (1) an evaluation of the home-environment and employment data and (2) an analysis of
possible relationships between employment of the husband and home-environment characteristics. The analysis was made by reflection upon all of the data which was presented.

The presentation of case studies was an attempt to describe behaviors in the home environment in detail, not to judge the desirability of the behaviors. Not enough information was obtained about the families to determine the wisdom of certain behaviors. In the analyses of the case studies, numerical ratings were assigned to some behaviors. A score that was designated as "high" was intended to indicate that the homemaker or family exhibited the behavior to a high degree; conversely, scores rated as "low" meant that the behavior in question was present to a low degree or absent. The ratings were intended to be descriptive rather than judgmental.
<table>
<thead>
<tr>
<th>Family composition</th>
<th>Age</th>
<th>Last school grade completed</th>
<th>Occupation</th>
<th>Occupation of father of parents</th>
<th>Education of parents</th>
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<td>12</td>
<td>Supervision of general machining; Part-time farmer; Substitute mail carrier</td>
<td>Auto mechanic</td>
<td>Father—less than 12 Mother—less than 12</td>
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<td>12</td>
<td>Homemaker; Part-time grocery clerk</td>
<td>Printer for newspaper</td>
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<td></td>
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</tr>
<tr>
<td>Daughter</td>
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</tr>
<tr>
<td>Son</td>
<td>15</td>
<td>9</td>
<td>Pupil</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Employment data for Mr. A:

A. Beginning wage group 2
B. Wage group in May, 1966 10

Mobility (difference between A & B) 8
Number of successful bids upward 4

Income:
- Company $8,500—$9,999
- Other over $4,000

Absences:
- Total number 7
- Total hours 40

Reasons:
- Illness 5
- Business or doctor appointment 2

Number of accidents in 1965 0
Number of suggestions to company 15

Seniority 14 years
Work shift 3:30 p.m. to midnight

Figure 1. Family and employment data for Family A
Presentation of Home-Environment Data: Family A

Interviewers' approach

There was no one at the home of Mr. and Mrs. A when the interviewers arrived. The lady across the street told them that Mrs. A could be located at a local grocery store where she worked part-time. A trip was made to the store and Mrs. A was one of two ladies attending the small store. The interviewers explained the purposes of the study, checked the number of hours Mrs. A worked outside the home in order to establish her eligibility, and asked if she would participate in the study. Mrs. A seemed willing to grant an interview and suggested that the following morning would be a good time for her since she was busy with her part-time job and other activities. An appointment was made for that time and the interviewers returned the next day. Mrs. A was the only family member present for the interview.

Sociological characteristics

Housing The A's six-room brick house with bathroom, basement, breezeway, and attached garage was located in a town of less than 1,000 population. The neighborhood was average with no deterioration in the area and there were no "exclusive" residential areas in the town. Higher and lower quality housing were found intermittently throughout with older houses next door to newer ones.
Mr. and Mrs. A had resided at the present location since they were married 18 years ago. At first, only the basement was completed, and they lived in it while Mr. A built the upper parts of the house "all by himself." He built sections of the house as they could afford them, and the entire house had been completed about four years.

The house and grounds appeared to be the most expensive of the 40 cases interviewed. The yard was landscaped with a patio and had freshly cut green grass. The interior of the house was immaculate, and the homemaker had done an effective job of creating pleasing aesthetic qualities. She and Mr. A had planned the house together. Mrs. A said that she had visited many homes to get ideas for her own house. Mrs. A was proud of the house and asked the interviewers to take a tour through it. The living room contained an organ, a piano, a television, and had wall-to-wall carpeting. The master bedroom had sliding glass doors onto the patio, carpeting, and a king-sized bed. The breezeway was furnished with lounging furniture and a portable television. The kitchen had colored appliances with cabinets and draperies in complementary colors. Everything in the house was either new or in a repaired condition. Mrs. A said the only thing she would have liked to have that she did not was a dining room.

Community and leisure activities Mrs. A reported that, because of the time required for the three jobs Mr. A
held, his formal social activities were limited to attendance at church and Sunday School once a week. Mrs. A, in addition to her part-time job, was chairman of her Sunday School class; taught the Sunday School class; was church organist; and attended an evening church circle, a mothers' club, and a music parents' club. Mrs. A said she would go to her minister if she had a family problem she could not solve. The daughter belonged to a church youth fellowship, was a drum majorette, taught baton lessons, and was a member of the high school track team. The son was active in the church youth fellowship and the school basketball team.

The family subscribed to one newspaper and six magazines which were: Seventeen, Parents', Life, Sport, Holiday, and More. Mrs. A said she did not read "very often," and all she did was "check through the magazines." She reported: "I never sit down and read anything involved. I don't enjoy reading." Because of the busy lives that family members lead, activities with all family members present were limited to Sundays.

Work behaviors Work was an activity which received priority over certain social and family activities, especially for Mr. A. Mr. A's parents had recently purchased a 360-acre farm and had put the deed in Mr. A's name. The older couple were in their 70's and Mr. A was responsible for essentially all of the farm work. Mr. A went to the farm every day at around 9:00 a.m. and worked there until
time to leave for his factory job which started at 3:30 p.m. He ate lunch every day with his parents at the farm. His job as a substitute mail carrier, which he had had for the past 18 years, was sporadic. Since Mr. A had the responsibility for the farm, Mrs. A said that she had taken over management of household finances because "he has all he can handle" with "so many worries and expenses of this farm."

Mrs. A related that she would like her son to be a farmer, and she added "but he should have some college. It takes lots of know-how to farm now." Mrs. A would have liked her daughter to take a business course and become a secretary. She said she definitely did not want her to be a waitress and the reason she gave was "I know I wouldn't want to do it." Mrs. A could think of no job she definitely would not like her son to have, but when asked about a factory job she said "We have always tried to tell them to get to college and not have to work so hard as he (husband) does, but the children don't see anything wrong with factory jobs."

Mrs. A believed that the home could affect the husband on the job. She said: "If everything at home is going wrong and in a turmoil" a husband would be "tense at work."

She thought a woman working outside the home "can be fine" although she "hates to see people working until their kids are school age . . . they miss an awful lot." Mrs. A
thought if a woman worked outside the home, generally the husband should help with housework, "but in our case he's so busy I can't expect him to."

**Clothing behaviors**

The homemaker was wearing a large-flowered cotton dress that was sleeveless and collarless. It was clean and did not need repair. Although Mrs. A said she weighed 210 pounds, her clean skin and hair and neat housedress helped her make a neat appearance. She told the interviewers she had been attending a reducing salon in a nearby larger town, was on a restricted diet, and had lost three inches around the hips and waist.

Mrs. A responded to the first clothing item, which inquired whether or not she liked her clothing, with "these new stay-pressed clothes are just spoiling you rotten. It makes you want to throw away the entire rest and get new ones, but of course you can't." She said she liked dresses that were slenderizing and that her favorite dress made her appear thinner. She had one dress she disliked which had big flowers and she thought it made her look bigger. When asked why she bought it, Mrs. A related that "I suppose I thought it had pretty colors."

Mrs. A said her wardrobe was adequate, although she could use some "all-occasion clothes . . . something more basic." When asked whether she would rather have two seven
dollar dresses or one 14 dollar dress she said "I'd rather have two inexpensive dresses than one better . . . It would depend on the occasion, but I don't very often pay 14 dollars." If she could have changed her clothing, Mrs. A would "take out all the pleats and gathers . . . so they would not make me look large."

Mrs. A always noticed labels to see the care required and if the clothing was permanently pressed. She said she never wished for more information before buying because clothes were "usually well-loaded with tags anymore."

Mrs. A reported that Mr. A was clothes-conscious about clothing for himself and the other family members. She said "I think if I'd wear some of the clothes out that I wear around here he'd say something." She wore a "sloppy shirt and old pedal pushers" to do her housecleaning.

Mrs. A selected her husband's work clothing which consisted of permanently pressed pants and shirts that were always in dark colors because he got dirty on his job. His primary concern in work clothing was comfort and he liked clothing to be "large enough through the chest." She said workers at the factory "usually commented" if a man were dressed better or worse than the other employees.

The two children selected their own clothing. Mrs. A believed that if anyone should have a smaller share of money spent for clothing, her daughter "probably could get by with a little less." Mrs. A thought it was most im-
important for her husband to be well dressed because, "It would be a reflection on the family if he weren't, and yet he doesn't have that type of job that it would matter . . . . He's out more and sees more people than the rest of us." Next in line would have been the children because, "clothes mean more to them."

The family always bought new ready-to-wear clothing and paid for it with a charge-account. Mrs. A did no home sewing, but her daughter had done some. Each family member hung up his own clothing "fairly well" and the daughter helped with the laundry in the summertime. Mrs. A patronized medium-priced ready-to-wear stores and mail-order houses.

Additional data

Mrs. A said communication was a family problem because her husband was gone so much on his jobs, she was at her job or a social activity, and the children had so many activities. They frequently resorted to phone calls or leaving notes at home and if the children wanted permission to do a certain thing, she would discuss it with Mr. A after midnight when he got home from work and tell the children their decision the next morning before they left for school while Mr. A was still sleeping. Mrs. A rated her marriage as "perfectly happy" and said the main problem she and Mr. A talked about was money.
Evaluation and Analysis: Family A

Employment data for Mr. A

The original job Mr. A held at the company was at wage group two and his title was that of a "shop laborer who performed laboring type duties in shop areas such as supplying parts . . . to production machines . . . ." At the time of the study Mr. A had moved to wage group 10 and had additional leadership responsibilities for which he received an hourly bonus in addition to his hourly wages. It was not possible for any other worker in wage group ten, including workers on incentive pay, to equal the wages received by Mr. A. His job description was " . . . assists supervision by directing and instructing machine operators; . . . checking the functions of a variety of machines, . . . adjusting equipment and tooling to maintain prescribed tolerances . . . ."

Mr. A received the highest total income of the 40 families interviewed. The income Mr. A reported that he received was consistent with the possible income he could have received at his hourly rate of pay. He had made a relatively high number of suggestions to the company (15) and this may be one evidence of his aggressiveness on the job. He had elected to work the 3:30 to midnight shift. This may have been to allow time for his other jobs or because the evening shift paid a slightly higher wage because the hours
were less desirable. Five of his seven absences were due to medical leave of absence and two were for a business or doctor's appointment.

Home environment

The interviewers rated the neighborhood in which the A house was located as four (average) on the adapted Warner seven-point dwelling area scale and the house received a rating of six (high) on the adapted Warner seven-point house type scale. The highest possible rating was seven and none of the 40 houses visited received this rating; thus, the A house received one of the highest ratings given. The interior of the house was rated "good" concerning cleanliness, orderliness, attempts to create aesthetic qualities, and degree to which furnishings were in repair. There were 0.57 persons per room in the house.

The Index of Status Characteristics score for the family was 45, which represented the highest rank in status received by any of the 40 families. The social participation index for Mr. A was six. This was about average for the men in the study while the score Mrs. A received on social participation was 23, the highest score received by any homemaker. The A's were judged to be upwardly mobile socially in light of the number and type of social activities, aspirations for their children, and consumption of certain material goods.
The use of labelling in clothing consumership by Mrs. A was rated four on a five-point scale and the level of her consumer information was rated three (average). The most important functions of clothing which concerned Mrs. A dealt with making herself appear thinner and in acquiring clothing that required little or no laundry care. She mentioned her desire to obtain permanently pressed clothing five times during the interview. The quality of wardrobe owned by Mrs. A was judged to be three (average) on a five-point scale and her sense of adequacy was rated three (moderate contentment in light of other family needs).

Relationships between employment and home environment

Possible explanations which might account for the upward mobility on the job that Mr. A had experienced lie in the area of his intense motivation to work hard. This motivation was supported by (1) the willingness of the family to cooperate and make sacrifices in terms of family togetherness and the adoption of a new role by Mrs. A; (2) the presence of long-range planning and ability to follow through on plans, indicating future orientation; and (3) the desire for Mr. and Mrs. A to achieve certain material and occupational accomplishments, particularly to obtain a farm.

The A's were able to successfully use long-range planning to achieve their goals, as in the case of taking
14 years to build the house. They also seemed willing to make sacrifices in order to accomplish their goals. Mr. A was working hard to make the farm a profitable enterprise and this required altering the amount and type of family activities in which he participated and Mrs. A's acceptance of added responsibilities concerning management of the household in order to relieve Mr. A of some duties.

Both Mr. and Mrs. A exhibited a great deal of initiative and ambition. They spent much of their time engaged in industrious activities for pay or the acquisition and maintenance of material goods. Both seemed to be functioning to their full capacity, as far as time spent, in the pursuit of obtaining the desired level of living. The A's exhibited evidences of being "success" oriented in terms of certain middle-class standards as indicated by participation in social activities, type and quality of housing, and obtainment of other material goods.

Buying a farm at the age of 70 was a major undertaking for Mr. A's parents and rural values with a desire for a "farm life" were probably underlying such a venture. Mr. A may have been participating in the joint effort in order to secure a farm for his son since Mrs. A indicated they wanted him to be a farmer.

After the interview, considering everything about the home environment, independent predictions were made by the two interviewers concerning the criterion group in which
they thought Mr. A would be. Both interviewers were correct in predicting that Mr. A was in Group 2. The supporting role which Mrs. A played and her sharing of common goals accompanied high job performance at the factory as well as other vocational endeavors of Mr. A.
<table>
<thead>
<tr>
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<td>Painter</td>
<td>Father—unknown</td>
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<td>12</td>
<td>Full-time homemaker</td>
<td>Farmer—160 acres</td>
<td>Mother—12</td>
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<td>Children</td>
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<td></td>
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<td>8</td>
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<td></td>
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<tr>
<td>Daughter</td>
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<td>Pupil</td>
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Employment data for Mr. B:

<table>
<thead>
<tr>
<th>A. Beginning wage group</th>
<th></th>
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<tr>
<td>B. Wage group in May, 1966</td>
<td>11</td>
<td></td>
</tr>
<tr>
<td>Mobility (difference between A &amp; B)</td>
<td>10</td>
<td></td>
</tr>
<tr>
<td>Number of successful bids upward</td>
<td>2</td>
<td></td>
</tr>
</tbody>
</table>

Income:

- Company: $7,000-$8,499
- Other: less than $100

Number of part-time jobs: 0

Work shift at the company: rotating

Number of suggestions to company: 19

Seniority: 15 years

Absences:

- Total number: 9
- Total hours: 47

Reasons:

- No report: 3.4 hrs.
- Business or doctor appointment: 1.0 hrs.
- Transportation: 0.2 hrs.
- Weather: 2.4 hrs.
- Personal leave of absence: 5 days

Number of accidents in 1965: 1

Type of accident:

- Laceration of forehead: 1

Figure 2. Family and employment data for Family B
Interviewers' approach

There was no one at home the afternoon the interviewers stopped at the residence of Mr. and Mrs. B. The lady next door told them that Mrs. B had gone to a nearby town to a hairdresser and that she did not know when she would be home. A return trip was made about a week later and this time Mrs. B answered the door and seemed very pleased to be asked to participate in the study.

Shortly after the interviewers had begun the interview, a neighbor came in to the house with her freshly washed hair still wet and uncurled. The neighbor sat down at the table and listened to all of the interview. No explanation was made as to the reason for her presence. It was assumed that the neighbor had previously arranged to have Mrs. B roll her hair; so, one interviewer asked her if she had come to have her hair rolled. She said that she had.

After about two-thirds of the interview had been conducted, the fifth-grade daughter came home from her last day of school and was excited about telling her mother the happenings of the school party. Because of the interruptions and the talkativeness of the homemaker, the interviewing was progressing slowly. It was growing late, and the neighbor was still present with wet hair and Mrs. B needed to start preparation for the evening meal. Since
the interviewers were approaching the section of the interview schedule which dealt with personal and family relationships during which privacy for the homemaker was desired, and since Mrs. B needed to be doing other things, the interviewers suggested that perhaps they should terminate the interview and return another time to complete it. Mrs. B agreed and an appointment was made to return. The interview was completed four days later with only Mrs. B present.

Sociological characteristics

Housing The two-story white frame house owned by Mr. and Mrs. B was located in an average neighborhood in a town of less than 1,000 population. There was no deterioration in the area and most of the houses were approximately 30 years old, but in a condition of repair. The lawn was spacious, neatly kept, and covered with thick green grass. A flower garden was in the back and tall trees shaded the yard. An unattached garage had a basketball goal over the door.

This seven-room house with bathroom had been remodeled since the family had moved in two and one-half years before. Mrs. B said they had installed a new hot water heater and air conditioning, torn off all of the old wall paper, and painted the walls. Mrs. B said she wanted to have carpeting but they could not afford it yet. The difficulties the B's
had in getting house improvements made were "just time and never quite enough money."

The interviewers had occasion to be inside the E house three times and on each occasion the house was immaculate. The furnishings were clean and in good repair, and the homemaker had done an effective job of making the interior of the house aesthetically pleasing. She had made artificial floral arrangements for table centerpieces on two occasions, and they were both attractive.

Community and leisure activities The E's attended church approximately three times a month. Mr. E belonged to the American Legion and Veterans of Foreign Wars as additional activities. Mrs. E attended PTA and a band parents club. The daughter was a member of Girl Scouts and the son was active in Boy Scouts. A major source of the E's social interaction was with Mrs. E's family. She talked at length about the closeness of her own brothers and sisters and how they never needed an excuse to get together for a reunion and frequently did so. This was not the case in her husband's family, and they usually got together about once a year. She believed they did so simply because they felt it a duty.

The E's subscribed to two daily newspapers and five magazines: The Saturday Evening Post, Reader's Digest, Ladies' Home Journal, Boy's Life, and American Girl. Mrs.
B said she read "a lot" in the winter months, but much less in the spring and summer. Mr. B's leisure activities were "seasonal" in that he cared for the yard and garden in the summer and read and watched television in the winter.

Work behaviors  Mrs. B wanted her son to have an indoor job in an air conditioned building because he had asthma and hay fever. There was no job she definitely did not want him to do, except outdoor work. She thought "it would be all right" for her son to have the same job Mr. B held. Mrs. B said she would choose nursing as a career for her daughter because "She thinks she'd like to and I like it, too. I hope she will. My younger sister is a nurse."

When asked what she definitely would not want her daughter to do, Mrs. B said "If she were happy and she chose it, it wouldn't matter. When she's an adult she should be ready to choose."

Mrs. B thought the home could influence the performance of the husband on the job. She said having a "bedtime" was important because "he gets up early." She also thought "harmony in the home" was necessary because an "unpleasant home" could cause an "unpleasant job."

When asked what she believed about working mothers, Mrs. B said "I'm very old fashioned and I feel, for my sake and my children's sake, I should be here with them." She worked before marriage and said she planned to return to work, perhaps after the children were grown.
When asked if she had work habits, Mrs. B said she had a work schedule but she had "mended her ways" in the last few years. She related "I used to 'have' to wash on Mondays, iron on Tuesdays, etc., . . . now my schedule is more flexible."

Mrs. B said her husband could do various household chores and "for two years he did every bit of housework when I had back surgery." She paused and laughingly said "Unfortunately, he quit when I got well."

Mrs. B related that she had taken an adult education course in cake decorating several years ago and that she and her sister had gone into the business of cake decorating in a small way and sold several wedding cakes. She got out pictures of these wedding cakes and showed them to the interviewers. She said last year she had taken another adult education course in knitting and still had a pair of mittens without the thumbs in them. When the last day of class came and everyone was supposed to show what they had knitted, she kept her package concealed until the very last one and then brought out a decorated cake and said that although she could not knit, she could decorate cakes. She then served the class refreshments. It appeared that Mrs. B enjoyed relating this experience and she explained that every person had things he could do better than others and that it was nice that not everyone had the same talent.
Clothing behaviors

During the first interview the homemaker was wearing a pair of plaid slacks and a white blouse. For the second interview she was wearing a dark print overblouse with black slacks. Her clothes were clean, well coordinated, and freshly ironed. Her complexion was clear, she wore some make-up, and her hair was neatly arranged.

When asked whether she liked her clothing, Mrs. B said "I have one gripe--standardized sizes. Clothes of different companies run in different sizes." She related that she could never tell whether or not a garment would fit by knowing the size. She then went on to tell what she liked about clothing and said "I love stay-pressed things."

Her favorite dress was a new "Lady Bird" dress which was pink flowered. She said she liked it because "it can be dressed up or down, is easily cared for, looks cool, and is comfortable." She said that Mr. B told her he especially liked the color. She went to her closet and brought the dress for the interviewers to see. Her least favorite garment was a red wool dress which she made to wear at Christmas. It had never "fit right."

Mrs. B noticed labels and said that blends of Dacron and cotton were easier to iron than 100 per cent cotton. She preferred every-day clothes that were "wash and wear" because "I don't like to iron. If I could afford it I
would go to all stay-pressed."

When asked who should be well dressed if only one member of the family could afford to be, Mrs. B said "This is a real hard question to answer. It depends on the type of work the husband does." She added, however, that "we really spend more on our children than ourselves." Money was "divided up" in the family "mainly as to needs" and she thought the children needed more clothing than the adults. Mrs. B shopped at medium-priced stores for the family clothing but said her adolescent son liked to shop at a men's specialty store in a nearby larger town. Each family member hung up his own clothes, cleaned his shoes, and straightened his closet and drawers. The son and daughter did a limited amount of ironing. During the past year Mrs. B had purchased a used spring coat from a friend for her daughter. Her sewing was restricted to making curtains.

Mrs. B said she would buy a fourteen dollar dress rather than two seven dollar ones because "It's better to buy one good dress than several less expensive ones." When asked if she had enough money to provide for clothing, she said "Of course we can always use more, but we can make do with what we have."

Mrs. B said that her husband formerly wore matched cotton twill suits to work at the factory. His work was dirty and he came in contact with acid which ate through
the clothing. The homemaker explained that the acid ate through the expensive clothes just as easily as it did blue jeans or less expensive type clothing. Since then he had changed from the more expensive clothing to blue jeans and T-shirts or blue chambray shirts and had since worn this type of clothing to work. She said the men in her husband's department were not clothes conscious and nothing would happen if Mr. B were dressed differently from the other men.

Additional data

Mrs. B was a cheerful person and a fluent conversationalist. After answering each question, the homemaker visited with the interviewers to some extent. When asked about the problems she and her husband talked over she said, "Any problem. We are both good talkers." She laughed as she said this and made a gesture indicating she realized that she had been talking a great deal. She said that every evening when her husband came home from work, she had the coffee pot ready and that they always sat down at the table and "unloaded." Mrs. B rated her marriage as one point above "happy" (average) on a seven-point scale.

Evaluation and Analysis: Family B

Employment data for Mr. B

Mr. B started at wage group one, which was the lowest wage group in the company. His original duties were "sort-
ing parts for quality and removing loose flash and metal abrasives . . ." At the time of the study he had moved up ten wage groups to a skilled trade. In order to be a skilled tradesman, he had undergone a four-year apprenticeship training at a reduction in pay some time during his tenure with the company. His job at the time of the study included "installing and maintaining steam, water, gas, and air systems using power and hand tools such as welders, wrenches, threaders, etc." The earnings that Mr. B reported were consistent with the hourly wage he received.

His employment data sheet indicated nine absences during 1965 which caused Mr. B to be absent 47 hours. Forty hours of the absence were due to "personal leave of absence" for which an explanation was not available. Two and four-tenths hours were due to "weather" which may have prevented Mr. B from arriving at work on time since he commuted from his home town. The high number of suggestions (19) may indicate aggressiveness on the job, an alertness to problem situations, or a desire for the monetary reward. No information was available as to the circumstances surrounding the forehead laceration Mr. B received.

Home environment

The interviewers rated the neighborhood as number four
(average) on the adapted Warner seven-point dwelling area scale and assigned a numerical rank of four (average) on the adapted Warner seven-point house type scale. The interior of the house was rated "good" concerning cleanliness, orderliness, attempts to create aesthetic qualities, and degree to which furnishings were in repair. There were 0.50 persons per room in the house.

The social participation index for Mr. B was six, with the mean social participation index for men in both criterion groups being 5.15. Total social participation index for the entire family was 7.25, and the mean score for the families in criterion group two was 5.20. The family received a score of 51 on the Warner Index of Status Characteristics. This represented the fifth highest rank in status in criterion group two. The B's were judged to be static in terms of social mobility. Mrs. B seemed content with her station in life, enjoyed the company of her parental family, and was not primarily concerned with improving her status.

A judge rated the quality of clothing owned by Mrs. B, as far as could be observed, as five (high) on a five-point scale. The judgements were based on observation of her clothing during two interview sessions and garments she volunteered to show the interviewers. The wardrobe satisfaction of Mrs. B was rated four on the five point scale in that she willingly accepted any limitations in light of fulfilling
other family needs, yet had specific suggestions for improvement. Knowledge and application of consumer buyman-
ship information concerning clothing for Mrs. B were rated five (high) on a five-point scale.

Relationships between employment and home environment

Four possible explanations are presented for the upward mobility that Mr. B had experienced on the job. They illustrate possible relationships between the home environment and employment success.

Although the family was not highly status conscious, they enjoyed convenient living and pleasant surroundings per se. Mr. B may have been highly motivated to provide these features for his family.

Mrs. B was an energetic, zealous person. She kept busy with her parental family, a hobby, and the effective management of her household. Such an attitude of industriousness might inspire a husband to have perseverance and strive for perfection in his work.

It seemed that Mrs. B played a supporting role in maintaining a high degree of communication with her husband. They shared ideas and worked toward common goals.

Mrs. B recognized certain limitations in herself and tried to excel in her strengths. Perhaps this was a feature which she shared with her husband.

After the interview, considering everything about the
home environment, independent predictions were made by the two interviewers concerning the criterion group in which they thought Mr. B was. Both interviewers were correct in predicting that Mr. B was in Group 2.

The over-all high level of performance concerning the home-environment characteristics accompanied high performance of Mr. B on the job. This finding lends support to the belief that some characteristics in the home environment may also be functioning in the work situation.
<table>
<thead>
<tr>
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<th>Last grade</th>
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<th>Occupation of father</th>
<th>Education of parents</th>
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<td>12</td>
<td>Skilled factory</td>
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<tr>
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<td></td>
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</tr>
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<td></td>
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<td>at airport</td>
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</tr>
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</tr>
<tr>
<td>Daughter</td>
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</table>

Figure 3. Family data for Family C
A. Beginning wage group
B. Wage group in May, 1966
Mobility (difference between A & B)
Number of successful bids upward
Income:
   Company estimated $7,500
   Other estimated $1,000-$1,999
Number of part-time jobs
Work shift at the company
Number of suggestions to company
Seniority

| Absences: | Total number | 23 |
|          | Total hours  | 124 |
| Reasons: | Sick or injured (non-occupational) | 10 days, 5.9 hrs. |
|          | Illness or death in family | 0.6 hrs. |
|          | Personal leave of absence | 1 day, 5.1 hrs. |
|          | No report | 1 day |
|          | Funeral | 2 days |

Number of accidents: 1
Type of accident:
   Laceration of right forearm: 1

Figure 4. Employment data for Mr. C
Interviewers' approach

The interviewers visited the C residence three times and found no one at home. Inquiry was made at a neighbor's house and she told them that Mr. and Mrs. C lived at this residence, but that Mrs. C and the children were frequently gone for periods of the day. She could not predict when they would likely be at home. On the fourth visit, Mrs. C and a neighbor were sitting in the front yard in plastic lawn chairs with children playing about. Since the homemaker had company and several children were present, the interviewers suggested that perhaps another time would be better. Mrs. C agreed and an appointment was made for four days later. When the interviewers returned on the appointed morning, the oldest daughter came to the door and said that her mother had gone downtown and that she guessed she had forgotten the appointment. She said she should be home in about 30 minutes. The interviewers decided not to wait but to return in the afternoon and did so. Mrs. C answered the door and said she would be glad to have the interview at this time.

Upon going inside the house, the interviewers found that the neighbor who had been visiting during the time the appointment was made was again present with her four-year-old daughter. She and the homemaker were in the house with
the children. Five of Mr. and Mrs. C's seven children who lived at home were present. This made a total of four adults and six children in the living room.

Mrs. C had married a man 15 years her senior. He had five children by a previous marriage and four children had been born in the present marriage. Mr. C's two oldest children did not reside with the couple.

After about a fourth of the interview had been conducted and the five small children were running around the table screaming and playing games, the neighbor who was visiting offered to take them on a walk to her house. She and the five children left and did not return for about thirty minutes. The teen-aged daughter went to her bedroom so there was no one present except the interviewers and the homemaker for the questions concerning family relationships. The neighbor and the children returned for the last thirty minutes of the interview.

Sociological characteristics

Housing Mr. and Mrs. C were renting their house and had lived in it one year. They had previously lived on a farm, but the owner had sold it and they had to move. Their house was located in an industrial area of a town with a population of about 15,000. The few houses remaining in the area were deteriorated.

The exterior of the house was made of gray cement and
the interviewers noticed on the first visit that the curtains were blowing out of the upstairs windows. On the second visit cardboard had been placed in an upstairs window to keep out the rain. The weather on the third visit was clear and the cardboard paper had been removed. There were no panes in the two upstairs windows. The two-story, six room house with bathroom appeared to have been a fashionable home of the town in a bygone era.

The house had a massive winding staircase near the front entrance, aged wallpaper, and a tarnished chandelier on a wall. The living room was furnished with one sofa, two chairs, a round coffee table, and a gun cabinet. There was no carpeting and the scarred floor was covered with papers. There was a small radio on the floor and a basket of laundry by the front door. The curtains on the windows in the living room were plastic and the wallpaper had grease, fingerprints, and crayon marks on it. The furniture was soiled and the stuffing was coming out of the sofa and chair. The woodwork was scratched with deep cuts and the windowsills were rotting through. There was a cigarette butt in one windowsill and dust covered the windowsills and furniture. Outside the house were two lawn chairs, broken toys, and papers.

When asked if she had any difficulty in getting improvements made on the house, Mrs. C said "No, we haven't really asked for anything yet." She said if she could have
a different house she would like a "better location with a larger yard for the kids."

Community and leisure activities The single formal activity Mrs. C listed was that she and Mr. C attended church approximately once a month and the children went "all the time." Mrs. C said she would go to her "preacher" if she had a family problem she could not solve. The interviewers observed that Mrs. C and her children were rarely home during the time between 9:00 a.m. and 4:00 p.m. Some of the places Mrs. C went were to her mother's house, downtown, and visiting friends. Most of the children accompanied Mrs. C on these outings.

The family subscribed to the local daily newspaper and no magazines. Mrs. C's reading was limited to the newspaper and Mr. C spent his leisure time "working at home on the car or house." Earlier Mrs. C said that Mr. C never commented on how she looked because "he's never home long enough." If Mrs. C had to cut down on spending she would eliminate books, magazines, and newspapers first.

Work behaviors Mrs. C believed that the home could influence the husband on his job and said important things about the home were that the "home should be kept clean, the children behave so he can get his rest, and that he get proper meals." It was the opinion of the interviewers, however, that this home accomplished none of these because the house was deteriorated and untidy, Mrs. C's own food record
was very poor nutritionally, and the children caused a disturbance. Although these children were not misbehaving, the fact that there were six children in the living room with no play materials and no adult guidance led to some disorder.

Mrs. C did not believe a woman with children should work outside the home because "children need you." If a woman did work, she thought the husband should "help with the washing and with the kids."

When asked what career she would choose for a daughter, Mrs. C said, "That's hard to say. They most generally have their own ideas." Her oldest step-daughter at home was interested in secretarial work in the armed services and also wanted to go to college. She said the reason Mr. C had taken a part-time job was that perhaps they could save enough money to send the tenth-grade daughter to college. Mrs. C definitely would not like her daughters to be waitresses because she wanted them to "get into something better." When asked about jobs she would like for her sons, she said "mostly, for all our children to go to college and get something good out of life." She thought it would "be all right" for her sons to have the same job Mr. C held and she definitely did not want them to "quit school" as she had apparently done. No information was volunteered about Mr. C's married daughter, but his 17-year-old son was residing in another town with his aunt and uncle in
order to "learn to be a farmer and . . . a body and fender mechanic."

As the interviewers were leaving, they told the homemaker they were sorry to have taken so much of her time and she said that it was perfectly all right because she did not have anything else to do all day except watch the children and keep them out of the street. This attitude is noteworthy in view of the physical condition of the house.

Clothing behaviors

During the interview the homemaker was wearing a soil-ed pair of white short shorts and a faded pink and white brief blouse. Mrs. C's figure was slim and trim. All her teeth were missing, and she was not wearing false teeth. Her naturally curly hair was about shoulder length and during the interview, this 27-year-old homemaker frequently and casually held her hand over her mouth. This made it difficult to hear her above the noise the children were making. When the interviewers returned for the food and income record, they met Mr. C who was also toothless.

The oldest stepdaughter had styled her hair in a bouffant manner, and she looked exceptionally pretty. Her clothing was neat, clean, and youthful. The fourth-grade daughter was wearing a red print cotton "shift" that was clean and did not need repair. The three younger children were dressed in trousers and shorts and the youngest child,
who was two years old, did not have on panties underneath her sunsuit. At the end of the interview, a girl friend came to see the tenth-grade daughter and she, too, was neatly dressed.

The major source of clothing for the family in 1965 was contributions from charitable organizations. The only items they had purchased for the family members were shoes. When asked whether she liked her clothes, Mrs. C said "Yes, I picked them out." It was not known whether or not she was selective in accepting the clothing that was given to the family. Mrs. C doubted that she would change her clothes if she could because, "I don't think that much of clothes. Most of the clothes I have have been handed down." Later in the questionnaire, when asked if she had enough money to buy all the clothing she needed, she said "not particularly."

Mrs. C said that she did not have a favorite dress or a dress she disliked. Mr. C was not clothes-conscious about what she wore, but he was clothes-conscious about his own clothing. Mrs. C said she noticed labels on clothing and that the information given on them helped her because "some are better made." The questions regarding whether Mrs. C needed more consumer information before making clothing selections were not as appropriate for her as for other homemakers because she did not buy new clothing with labels attached.
Mrs. C and the younger children cleaned the family's shoes while the two oldest children assisted her with other maintenance tasks. Mr. C hung up his own clothing and when asked who did the pressing and ironing, Mrs. C said "the biggest share of the time if I put them in the dryer, I just fold them and put them away."

Mr. C wore "dark cotton wash pants and matching shirts" because "I suppose it's the kind of clothing he likes . . . it's comfortable." When asked what would happen if her husband's clothes were different from those of his fellow workers, Mrs. C said "It depends on those he works around . . . personally, I think it wouldn't make that much difference on his job."

Additional data

Six trips were made to pick up the food and income record that Mr. C was to have filled out. The first time Mr. C was home but had neglected to fill out the questionnaire. No one was home the next four visits. Since the interviewing of the 40 homemakers had been completed and it was no longer convenient for the interviewers to stop at the C house at various intervals, a phone call was made to Mrs. C. She said the questionnaire had been lost and that she would fill it out and return it if another one were sent to her. A questionnaire with a stamped, self-addressed envelope was mailed to Mrs. C. It was not returned so a
phone call was made to see if she had received the letter. She said she had, but that her father was in the hospital and Mr. C's father and one of her children had been ill. She was very apologetic and said that the interviewers could pick up the questionnaire on an appointed day. The interviewers arrived at the agreed time and Mrs. C was not at home. A baby sitter was sitting in the front yard watching the smallest child. She did not know where Mrs. C had gone but said she might be at her mother's house. The interviewers obtained directions in locating the residence of Mrs. C's mother and visited the home. The house was unpainted, small, and located off the street in a deteriorated area. There were ducks and chickens in a coop near the house. The porch and surrounding area were littered with debris and no one was at home. The parental home of Mrs. C appeared to be more deteriorated than the house in which she was presently living.

The interviewers then went to the hospital to see if Mrs. C's father could tell them where to locate her. He said he did not know where to find his daughter but to phone Mr. C's parents. A call was made and her father-in-law said "that girl is on the go all the time" and that he had no idea where to find her.

The interviewers decided to drive by the house one more time and to give up if they did not obtain the food and income record on this attempt. When the interviewers arrived,
Mrs. C and the children were getting out of the car. She said she had forgotten the appointment and invited the interviewers inside the house. When asked about the questionnaire she said she did not know where it was, that perhaps the children had thrown it out when they were cleaning house. She looked in the laundry basket of clothes, in the chest of drawers, and in the kitchen cupboard among the dishes. She said she guessed it was lost.

The interviewers then suggested that perhaps Mrs. C could give them a general idea of the food Mr. C had eaten during the past 24 hours and an approximate family income. Mrs. C recalled Mr. C's diet for the past day, but said Mr. C would not tell her how much money he made. She had seen one of his weekly checks from his part-time job at the airport and it had been for $37.00. She said that a month ago she had been to welfare officials to try to get surplus commodities and they had told her that Mr. C made over $400 a month so that her family did not qualify. The interviewers thanked her and as they were leaving the family got into the car and left again.

Mrs. C was friendly to the interviewers and frequently interjected the word "doll" when speaking to them. She asked that her marriage be checked as "perfectly happy."

Evaluation and Analysis: Family C

Employment data for Mr. C
Mr. C was one of the men in Group 2 who was included in the study even though his starting position at the company was wage group 11. He was a skilled tradesman who had apparently taken his apprenticeship at another company or in the armed services. This would mean that his mobility at the company and number of successful bids upward would be zero. His beginning job description was the same as that given for him at the time of the study: "makes, repairs and revises dies, tools, fixtures, gauges, molds, electrodes, etc. using precision machinery, and hand tools.

Since he would not tell Mrs. C how much money he made, a wage was approximated on the basis of his hourly income with 124 hours deducted for his absences. His earnings from the part-time job as "handy man" at the airport were also estimated.

Mr. C's number of suggestions to the company was the sixth lowest of the men in Group 2. His number of absences (23) and number of hours absent (124) were over twice as great as was true for the man with the next largest number of hours absent in Group 2. He had eight absences under the "personal leave of absence" category totalling 13.1 hours indicating that he had left work eight times for a period slightly over one hour. When asked what illnesses or health problems the family had had in the past year, Mrs. C did not mention her husband. Yet, his record indicated he had been absent due to sickness or injury (non-
occupational) six times for a total of 85.9 hours. Mr. C had one day of absence for which he gave "no report." His absence record indicated lack of dependability. More information concerning the type of illness which Mr. C had and the reasons for the "personal leaves of absence" and "no report" would help establish what effect home and family situations had upon the large number of absences.

Home environment

The interviewers rated the neighborhood as two (low) and the house as one (very low) on the adapted Warner seven-point dwelling area and house type scales. The interior of the house was judged "poor" concerning cleanliness, orderliness, attempts to create aesthetic qualities, degree to which the furnishings were in repair, and extent to which essential furniture was present. There were 1.29 persons per room in the house.

The social participation index for Mr. C was 2.0, which was over three points lower than the means for the men in both criterion groups of the sample. The total social participation index for the entire family was 2.7 which was similarly low when compared to the mean of other families in Group 2. The family received a score of 64 on the Warner Index of Status Characteristics which represented the lowest rank in status received by a family in Group 2. The C's were judged to be static in terms of social mobility
because the house in which Mrs. C's parents lived indicated similar social status to the one in which Mrs. C was presently living. There is a question as to whether the ambition of a college education for the children is realistic. Mrs. C's responses to the questions of the interview schedule concerning money management revealed "we've always got great plans, but we never follow through." When asked about a Christmas fund, she said "we're always going to start one but we never have." Mrs. C said the reason a family budget might not work was "we probably wouldn't follow it."

The quality of clothing owned by Mrs. C was judged to be one (low on a five point scale) and her sense of clothing deprivation was rated three (moderate acceptance in light of other family needs). Mrs. C's knowledge of consumer buymanship concerning clothing was rated one (low) although she had little opportunity to apply knowledge since she did not buy clothing.

**Relationships between employment and home environment**

Mr. C had reached his skilled occupational level several years before he and Mrs. C were married. He was a skilled tradesman when he started working at the company over 10 years before the time of the study, whereas, he and Mrs. C had been married approximately six years. The family and occupational circumstances surrounding his apprenticeship training were not known.
Mr. C earned approximately $9,000 from his two jobs. The quality of housing (probably low-rent) and the fact that the family did not buy any clothing except shoes in 1965 present a question as to why Mrs. C had to go to welfare authorities to try to get food. Although there were nine family members at home, it seemed the level of living might be higher given this salary, especially since they did not spend any money for clothing. A question may be asked as to why Mr. C would not tell Mrs. C how much money he made. Perhaps it was because he was saving it, spending it for reasons which she would not approve, or he thought that she was too carefree to spend money wisely.

After the interview, considering everything about the home environment, independent predictions were made by the two interviewers concerning the criterion group in which they thought Mr. C was. Both interviewers were incorrect in their prediction that Mr. C would be in Group 1. However, other employment data were consistent with their prediction of low job performance.

Although Mr. C had achieved upward job mobility before he acquired his present family, he had not realized upward mobility since that time. He lost approximately $500 in 1965 because of absence from work, had a low number of suggestions to the company (eight) and one accident (lacerated forearm). The over-all low level of performance concerning the home-environment characteristics of the homemaker accom-
panied certain undesirable (from the standpoint of the company) and expensive (from the standpoint of loss of money to Mr. C) employment characteristics.
<table>
<thead>
<tr>
<th>Family composition</th>
<th>Age</th>
<th>Last school grade completed</th>
<th>Occupation</th>
<th>Occupation of father of parents</th>
<th>Education of parents</th>
</tr>
</thead>
<tbody>
<tr>
<td>Father</td>
<td>32</td>
<td>12</td>
<td>Semiskilled worker on assembly line; Part-time farmer</td>
<td>Farmer</td>
<td>Father—12 (not sure) Mother—unknown</td>
</tr>
<tr>
<td>Mother</td>
<td>28</td>
<td>12</td>
<td>Full-time homemaker</td>
<td>Farmer</td>
<td>Father—unknown Mother—3 years college</td>
</tr>
<tr>
<td>Children</td>
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<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Daughter</td>
<td>9</td>
<td>3</td>
<td>Pupil</td>
<td></td>
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<tr>
<td>Daughter</td>
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<td></td>
<td>-</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Daughter</td>
<td>6 mo.</td>
<td></td>
<td>-</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Employment data for Mr. D:

A. Beginning wage group ............... 2
B. Wage group in May, 1966 ............ 2
Mobility (difference between A & B).... 0
Number of successful bids upward...... 0
Income:
  Company ................................ $4,000-$5,499
  Other .................................... $100-$999
Number of part-time jobs ............... 1
Work shift at the company ............. rotating
Seniority ................................ 11 years
Number of suggestions to company ...... 17

Absences:
  Total number .......................... 6
  Total hours ............................ 29
Reasons:
  No report ............................. 3 days
  Sick or injured (non-occupational) ...... 2.7 hrs.
  Business or doctor appointment ........ 2.9 hrs.
Number of accidents .................... 2
Type of accident:
  Laceration of rt. little finger ....... 1
  Laceration of l. little finger ....... 1

Figure 5. Family and employment data for Family D
Presentation of Home-Environment Data: Family D

Interviewers' approach

When the interviewers arrived at the farm where the D's reportedly lived (according to company records), no one was home. A farmer in a field across the road told them that the family had moved to a house on the outskirts of town and gave directions to get there. The interviewers then located the residence and Mrs. D answered the door. The purposes of the research were explained and Mrs. D was asked if she would be willing to participate in the study. She said "I'd just as soon not." She was told that any help she could give would be very much appreciated and how the research might help other families living in non-metropolitan areas. She asked the interviewers if they had to interview her and they told her that it was important to interview every homemaker on their list. Mrs. D said she could not grant an interview that day. When asked if she would be free the next afternoon, she said that she did not know whether or not she would be home. She told the interviewers they could return the next afternoon if they wished, but that she would not promise to have an interview.

The interviewers returned the following afternoon and found the homemaker at home. She invited them inside and seemed willing to have the interview. She said that since the interviewers had "gone to all the trouble to drive clear
out in the country" to her former house to find her the interview must be important. She also said that she had telephoned wives of several other company employees and wanted to know why she was chosen and they were not. One interviewer explained some of the sampling techniques and she seemed to accept this explanation. Later, however, she asked the other interviewer the same question. Mrs. D seemed concerned about the reason she had been selected for the study.

The two youngest daughters, aged six months and four years, were present. One interviewer held the baby and read to the older girl in the living room while the other interviewer talked with Mrs. D at the kitchen table.

Sociological characteristics

Housing Mr. and Mrs. D were buying their farm house and 40 acres of land and had lived there for three years. It was approximately one mile from town in an area where the countryside was under cultivation and there were no adjacent farm buildings.

The two-story, five-room house had unfinished walls and ceilings in the upstairs. There was no running water although drillers were making a well beside the house the day the interview was conducted. The bathroom downstairs was also unfinished and the single fixture present was a wooden toilet seat.
The D's had put new white frame siding on three sides of their house while the front was left unchanged. It revealed a rotted and deteriorated house underneath the siding. The boards on the front of the house and floor of the porch were unpainted, rotted, and broken. The wooden doors were dented and there were dirty boots, toys, and tools on the porch. The family had put sheetrock in the master bedroom since they had moved in, and Mrs. D said the difficulty she had in getting improvements made was "time and money."

The yard had no sidewalks or grass and there was no driveway. Cars which came to the D residence had to turn around in the yard or back down the road about one-half mile in order to leave.

Mrs. D had been moderately effective in creating pleasing aesthetic qualities in the two rooms the interviewers saw. She had put wallpaper on the living room walls and said that her mother had helped her. An inexpensive-looking carpet covered the floor and the colors in the rooms were complementary. During the interview Mrs. D mentioned that keeping the house clean was a problem for her. The four-year-old told one of the interviewers that she and her mother had to clean house because the interviewers were coming. When asked if there were things she tried to do before her husband's return from work, Mrs. D said "Get the house in shape, I suppose."

Community and leisure activities Mrs. D and her
children attended church and Sunday School every week where Mrs. D was assistant teacher of the three- and four-year-old children. Mr. D sometimes attended with his family. Mrs. D said she would go to her mother or the minister if she had a family problem she could not solve. When asked if she had time for things that she thought were fun, Mrs. D hesitated for some time. The interviewer then mentioned that with a growing family, she would probably not have much time for leisure activities. Mrs. D then said in soft tones "I don't do anything like bowling or anything." Mrs. D said that Mr. D spent his time farming when he was not working at the company. His farm was small but he had helped three other farmers plant their crops last year.

The D's did not subscribe to a newspaper but received three magazines: Successful Farming, a Farm Bureau magazine, and a church magazine. Mrs. D said she did not read "much." If she had to cut down on spending, Mrs. D would eliminate, in order of their appearance, the following items: (1) newspapers, books, magazines; (2) toilet articles and cosmetics; and (3) entertainment.

Work behaviors Mrs. D thought "worrying about how he's going to meet all his bills or payments" might influence her husband's performance on the job. She thought that women should not work outside the home, "especially when the children are little because they need their mother." When asked if she thought a husband should help with
things around the house when a wife worked, Mrs. D said
"Some things wouldn't hurt him, like finishing up a meal, but mine never would." Mr. D's assistance inside the
house was limited to sitting with the children while Mrs.
D went to the laundromat. She related that recently, while
she was gone doing the laundry, one of their daughters had
broken her collarbone because Mr. D was not watching the
children as he should have been.

If she could choose a career for her daughter, Mrs. D
would select nursing or teaching because "I kinda wanted to
be a nurse." She definitely did not want her to do "restau­
rant work" because in it she would "meet all kinds of peo­
ple." Since Mrs. D did not have a son it was difficult for
her to think of a job she would select for him; however, she
said that her husband did not like being a factory worker,
wanted a farm life, and was working at the factory only so
he could buy their farm.

Clothing behaviors

Mrs. D was wearing a pair of gray and red plaid slacks
and white blouse during the interview. Her clothing was
moderately clean and did not need repair. She told the
interviewers that she wore dresses for everyday wear, but
Mrs. D was wearing the same slacks on the three occasions
they saw her. The baby's skin and clothing were clean, and
the four-year-old's cotton dress was soiled.
When asked if she liked her clothing, Mrs. D said, "I suppose. I have to wear them . . . I make most of them. The ones you buy aren't as good as the ones you make." Mrs. D had a favorite dress and she liked it because it fit her. She related "I haven't got very many" that fit because her figure had not returned to its normal size after the last baby was born. When asked what changes she would like to make in her wardrobe, Mrs. D said "I can't think of any answer." When asked if she had been disappointed in any clothing item she had bought in the last year, Mrs. D said "Not right off hand. To be truthful, we haven't bought anything lately." Mr. D decided how to spend the money and they "make payments first" and "what's left is for clothing or other things. That's why not much is spent for clothing."

When asked if her husband commented on her clothing, Mrs. D said "No, I guess he don't." She thought he was not clothes-conscious about her clothing but reported that "He don't like shifts." Mr. D wore wash and wear pants and a T shirt to work because "they're more comfortable." Mrs. D said she was pleased with his work clothing because "I like to do them up better than overalls or jeans. Mr. D wore the same thing at home that he wore to work "or older ones if I ever get them patched. I don't like to patch." She said if her husband's clothing were different from that of his fellow workers "They'd probably make fun of him. They're
always doing that." Mr. D hung up his own clothing "once in a while" but did not clean his shoes or do other maintenance tasks.

Mrs. D used home sewing as her outlet of creative expression and to help her children be well dressed. During the interview the homemaker mentioned several things she had made recently and told the interviewers that she wanted to show them her sewing before they left. As the interviewers were leaving, Mrs. D reminded them that they had not seen the clothing she had made and she went upstairs and brought down six garments. These clothes were exceptionally well made and the styles and coordination of fabric made a very pleasing impression. Four of the dresses were for her daughter, and Mrs. D had produced a stylish and sophisticated effect. She showed a three-piece suit she had made for herself a year ago Easter but was now unable to get into because of her figure. She also brought a shift and blouse and asked the interviewers' opinion about some material she had to make another blouse. She wanted information about interfacings and seemed very interested in any help the interviewers might give her. She said that her homemaking teacher in high school had wanted her to be a homemaking teacher but that she had not become one. The interviewers suggested that since Mrs. D wanted information and since she had a talent for sewing, it would be helpful if she could take an adult education course in sewing at
night. Mrs. D said she would like that very much, but that she had no one with whom to leave the children. A major clothing goal for Mrs. D was seeing her children well dressed. She said the reason was "I just like to see them dressed good."

When asked if she noticed tags and labels on clothing, Mrs. D interpreted the question to mean brand names. She said she knew that Carter's baby clothes were "good." She related that a lady at her church had lent her clothes for the last baby since she had given hers away. She thought these baby clothes were of high quality. When asked if she ever wished for more information before buying a particular clothing item she said, "I suppose if you were going into expensive things you would want to have it, like a coat I'll never have." The homemaker, when asked, said she would rather have two seven dollar dresses than one fourteen dollar dress. As soon as she responded to the question she seemed a little concerned about her answer and said "that probably wasn't the smart thing. You should probably get a better quality to begin with." The interviewer explained that there was no general rule to follow and it depended on what the person needed.

Additional data

Mrs. D prefaced many of her answers with "I suppose." It was the opinion of the interviewers that she tried to
give some answers which she thought were "right." The interviewers also thought Mrs. D may have been ashamed of her house and her relationship with Mr. D. When asked if she thought there were some kinds of problems that come up in a family that could not be settled by a discussion, Mrs. D hesitated for some time. She then said "If they're handled right I suppose they always could." Mrs. D also hesitated when asked to rate her marital happiness. She finally indicated the middle point on the scale, "happy."

Mrs. D became talkative at the end of the interview when she was discussing clothing. She seemed genuinely concerned about her need for more clothing information and in fully understanding the information the interviewers gave her.

Evaluation and Analysis: Family D

Employment data for Mr. D

Although Mr. D had changed job titles, he had experienced no upward mobility in terms of wage groups since he had been employed at the company. His original job title was "general labor" in which he "moves defective parts, trash, and empty containers and cleans equipment." His job description at the time of the study was "assembles" one part of the product "utilizing power tools and hand tools."

Since Mr. D did not like factory work but worked there
only to get money to buy a farm, he may not have been interested in achieving a high position at the company. He had no successful bids upward, although information was not available as to whether he had ever asked for a promotion. His major concern would have been to earn money, and perhaps he made his high number of suggestions (17) in hopes that he would receive a monetary reward. Mr. D had made the third highest number of suggestions in Group 1. His three days of absence for which he gave the company no reason indicate lack of dependability and are serious offences in the company. When a certain number have accumulated, an employee is automatically dismissed.

**Home environment**

The interviewers rated the rural area where the D's lived as three (below average) and the house as two (low) on the adapted Warner seven-point dwelling area and house type scales. The interior was rated "poor" concerning cleanliness, orderliness, and degree to which essential furnishings were present. It received a rating of "medium" concerning ability to create pleasing aesthetic qualities. There were 1.00 persons per room.

The social participation index for Mr. D was 4.0, which was 1.85 points lower than the mean score for the men in Group 1. Mrs. D had a social participation index of 10.0, which was 4.10 higher than the mean score for the wives in
Group 1. Mrs. D's score was entirely attributable to her church related activities. The family received a score of 63 on the Warner Index of Status Characteristics which was close to the mean score of 63.70 for Group 1. The D's were judged to be slightly downwardly mobile because of the quality of housing in which they lived. Mrs. D's grammar was poor considering that she was a high school graduate and that her mother was a school teacher and was soon to receive a bachelor's degree. It seemed that Mrs. D's major interest was sewing for her daughters to the exclusion of other household duties.

The feeling of adequacy concerning clothing which Mrs. D expressed was judged to be one (low). Her wardrobe was rated two on the five-point scale because, although the wardrobe was limited, it was in better condition than that owned by some of the homemakers in the study. The rating on degree of use of consumer information concerning clothing which Mrs. D received was one (low) because she seemed to think that if she could not afford expensive clothes there was no use in looking at labels. Her knowledge of textiles was rated two, rather than one, on the five-point scale because of the ability she revealed in being able to judge quality in fabrics.

Relationships between employment and home environment

Mr. D did not like factory work and it is possible that
he displayed this attitude on his job. Mrs. D was probably unaware that it might be wise for her to help her husband realize that his goal of farming was unrealistic and that it was important for him to make the most of the job he had. Mr. D's earnings from the company ($4,000-$5,499) were such that it would be unlikely that he could ever finance a farm large enough to support his family and his earnings from the farm and working for the other farmers ($100-$999) were not enough to make an appreciable difference. Since Mr. D was rated authoritarian in judgments made concerning family relationships in the total study, Mrs. D probably did not make suggestions for the development of her husband's career.

It was the opinion of the interviewers that Mrs. D was not happy with her level of living, particularly concerning clothing and housing, and that her marriage was also less than happy. Mrs. D mentioned conflict situations in the home, especially dealing with the lack of assistance Mr. D gave her. The couple was not able to effectively work together to lessen their respective hardships.

The major goal of Mr. D appeared to be obtaining a farm, but Mrs. D did not express enthusiasm concerning this goal. She seemed to be defensive and ashamed of her situation and was not consciously working toward the achievement of any personal goals except seeing that her children were well dressed. She seemed to be present rather than future
oriented.

After the interview, considering everything about the home environment, independent predictions were made by the two interviewers concerning the criterion group in which they thought Mr. D would be. Both interviewers were correct in predicting that Mr. D was in Group 1. In the D family, the wife's low performance on most of the clothing and sociological variables accompanied lack of upward mobility of Mr. D on the job.
<table>
<thead>
<tr>
<th>Family composition</th>
<th>Last school completed</th>
<th>Occupation</th>
<th>Occupation of father of parents</th>
<th>Education of parents</th>
</tr>
</thead>
<tbody>
<tr>
<td>Father</td>
<td>45</td>
<td>8</td>
<td>Semiskilled production worker</td>
<td>Farmer</td>
</tr>
<tr>
<td>Mother</td>
<td>41</td>
<td>8</td>
<td>Full-time homemaker</td>
<td>Mechanic</td>
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<td></td>
<td></td>
</tr>
<tr>
<td>Daughter</td>
<td>24</td>
<td>10</td>
<td>Homemaker (married)</td>
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<td>Daughter</td>
<td>22</td>
<td>11</td>
<td>Homemaker (married)</td>
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<td>Son</td>
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<td>11</td>
<td>4</td>
<td>Pupil</td>
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</tr>
</tbody>
</table>

Employment data for Mr. E:

A. Beginning wage group..............2
B. Wage group in May, 1966............2
Mobility (difference between A & B)...0
Number of successful bids upward......2

Income:
Company.........................$7,000-$8,499
Other..................less than $100

Number of part-time jobs...............0
Seniority.........................12 years

Absences:
Total number.....................1
Total hours.......................8
Reasons:
Business or doctor appointment.1
Number of accidents in 1965........0
Number of suggestions to company..4
Work shift......................rotating

Figure 6. Family and employment data for Family E
Interviewers' approach

The first visit to the home was at 9:30 a.m. and Mr. and Mrs. E had not awakened. A son, playing in the yard, suggested that the interviewers return in the afternoon. A return trip was made that afternoon and the homemaker had plans for the afternoon, so an appointment was made for later in the week.

The interviewers returned on the appointed day and found that lawn chairs had been placed on the unscreened front porch for the purpose of the interview. Mrs. E did not invite the interviewers inside, opened the door only wide enough to allow her body to pass through, and closed it carefully behind her. The shades were drawn on the windows of the front porch. The weather was cold and the homemaker was shivering, so after about two-thirds of the interview had been completed, the interviewers suggested moving inside the house. The respondent was hesitant but relented. Throughout the first half of the interview the seventh-grade daughter was present and the fourth-grade son was present throughout the entire interview. The husband came out-of-doors once for about five minutes, sat down on the edge of the porch floor and listened. He then returned to the inside of the house. When the group moved inside the house to conduct the interview, Mr. E also sat in the living
room and heard the last 30 minutes of the interview. He alternated between holding his lowered head in his hands and watching the interviewers. He was sitting in an occasional chair that had some of his clothes in it and he had sat on top of them.

Sociological characteristics

**Housing** Mr. and Mrs. E were buying their house and had lived in it for six years. It was located in a town of approximately 15,000 population in a below average residential area where homes were not quite holding their own and beginning to deteriorate.

The five-room house with bath was a one story single family dwelling that had a thin veneer of smooth cement on the exterior that was cracking. Both the interior and exterior were deteriorated. There were papers about the yard, and the front porch was beginning to fall away from the main part of the house. The boards in the rafters and floor of the porch were rotting. The paint on the exterior was chipped and the screen on the front door was torn away from the frame and hanging open on two sides. (When the interviewers returned to pick up the food and income record there was a new aluminum screen door on the front door).

In the living room, the paint on the woodwork was chipped, and the splitting wallpaper had dirt and grease spots on it. The linoleum had almost all of the color worn off,
was torn on one edge, and had a hole in it. The stuffing was coming out of the furniture. A large, new deep freezer was situated along one wall in the living room. There was dust on the television and food crumbs were under the dining table on which was sitting pots and pans used in serving the noon meal. Empty cans, paper bags, and newspapers were stacked on the refrigerator, and there were boxes and jars on the kitchen cabinet.

There was a sleeping box for the dog and his dish of food on the living room floor. One corner of the living room had a what-not shelf on the wall and there were prize ribbons and trophies on it. When asked about the prizes, the homemaker said that the family's 'coon hound had won them at the dog shows throughout the state. A dog was in and about the house throughout the interview.

When asked what things she would insist on having in a different house, Mrs. E said, "I don't have any intention of ever having a different house." The family had made no improvements in the house since they have lived there, but Mrs. E said the house did meet their needs better now because the "family is smaller."

**Community and leisure activities** Mrs. E and her children attended church approximately three times a month. Mr. E never attended church and participated in no social organizations or community activities. The ladies' church group met once a month and Mrs. E always attended. Mrs. E
said there was no one to whom she would go for help if she had a family problem she could not solve. The oldest son bowled once a week, and the daughter attended Campfire Girls weekly.

The leisure activities Mrs. E listed were camping and fishing. She said her husband spent his spare time "resting, gardening, and repairing;" however, the interviewers observed nothing in the house that looked as if it had been repaired.

The family subscribed to one daily newspaper, one Sunday newspaper, and no magazines. Mrs. E reportedly read "a lot" of Western paperback novels and the interviewers noticed one tattered paperback lying on the floor of the front porch. If she had to cut down on spending, Mrs. E said she would eliminate, in order of their appearance, the following items: (1) newspapers, books, magazines, (2) entertainment, (3) payments on lay-aways or charge accounts, and (4) contributions to church or charity.

Work behaviors Mrs. E thought there was nothing about the home that would influence her husband's job, and it was her opinion that women should not work outside the home. "My job is here," was her response to the question about working wives. If she were choosing a career for her daughter, Mrs. E said she would choose "homemaking because she'll be happy there." She could think of no job outside the home she would have liked for her daughter to have.
However, she said she definitely did not want her to do carnival work because "it's so degrading." She could not express preferences for jobs for her sons. The homemaker hesitated when asked if she would like her son to have the same job when he grows up that Mr. E held. When she did not respond, Mr. E, who was sitting in the same room, interjected, "I don't think so. It's too much work." He reported that the temperature was very hot on his job in the summertime. Mrs. E volunteered no information about her two married daughters who had quit school before high school graduation or about her son who was serving in the U.S. Navy.

**Clothing behaviors**

Mrs. E was dressed in a soiled, faded cotton print housedress that was ragged. There were three different sizes and colors of buttons down the front of the dress, and one button was missing so that the dress gapped open at this spot. Her fingernails were dirty and there were long hairs growing on her legs. She wore no hose nor stockings, and it appeared that she did not have on a brassiere. Mrs. E was wearing black, lace-up, leather shoes with a slight heel, and these, too, were in a worn condition. Her hair, which was salt and pepper gray, was uncurled and frizzy. Her teeth were rotten and crooked, and it appeared that some of the teeth had rotted away. There were bruises on her
arms and legs. According to the information Mrs. E gave the interviewers, she was 41 years old. During the interview Mrs. E smoked many cigarettes. She partially snubbed them out by squeezing them between her thumb and index finger and then tossed them from where she was sitting on the porch. They landed a few feet away on the barren lawn and the yard was littered with cigarette butts.

Mr. E was also untidy in appearance. His hands and fingernails were dirty, and his long graying hair was uncombed. He put on and took off a cap many times and this messed his hair even more. His blue jeans and blue chambray work shirt were soiled and unironed. His teeth were rotted and some were missing.

The seventh-grade daughter was neatly dressed in a clean pair of white bermuda shorts and a red and white striped knitted sport blouse. She wore her hair in two small pony tails on either side of her head and she looked attractive. The clothing worn by the son in the fourth grade looked about average for summertime play for a boy that age. He was riding his bicycle and, although his clothes were not new or expensive, they were clean and did not need repair.

The interviewers returned to the house on two occasions to pick up the food and income record that Mr. E was to have filled out. The first call was three days after the interview and the second was six days after the interview. On
both occasions Mrs. E was wearing the same dress she had worn for the original interview. It did not appear to have been laundered during this period and looked soiled.

In responding to the items related to clothing, Mrs. E mentioned on three occasions that she liked her clothing and her husband's clothing because they were "easy to take care of." The interviewers did not observe any clothing which was actually "easy care" in the modern sense. None of it contained fiber blends or had been treated with a special finish. It is assumed that Mrs. E achieved her goal of easy care by not ironing her husband's shirts and blue jeans, doing no hand laundry, and wearing her own clothing for extended periods in order to reduce the number of garments which needed to be laundered.

It also seemed that Mrs. E valued economy in clothing. She purchased most of the family clothing at two local discount stores and the clothing of all family members appeared to be inexpensive. The exception to this was the 14-year-old daughter who selected some of her own clothing and paid for it with baby-sitting money. Mrs. E related that if she had fourteen dollars to spend on clothing, she would rather buy two seven dollar dresses than one fourteen dollar dress because she would have "more for the money." During the past year Mrs. E had bought some shirts for her sons at a rummage sale and constructed several dresses for herself. She had also remade a skirt.
Mrs. E reported that she did not read the labels or tags on the clothing she bought ready made and that there was no particular consumer information she liked to have before completing a purchase. She said she had a favorite dress but had no dress which she disliked. She stated that she had enough money to provide all the clothing she needed and that nothing in her wardrobe was inadequate. When asked what changes she would make in her clothing if she could, Mrs. E said, "I don't believe there is many improvements a person could make."

Mrs. E said her husband was not clothes-conscious about her clothing or his own clothing. She did seem to perceive that some action would occur if Mr. E's clothes were a great deal better or worse than those of his fellow workers. She thought "he'd be teased" if this incident occurred.

The E's paid cash for all their clothing purchases, and Mrs. E selected all the clothes for herself, Mr. E, and the two younger sons. The older son and daughter at home selected their own clothing. When asked who she thought should be well dressed in the family if it were possible for only one member to appear well dressed, Mrs. E stated that all members of the family should be dressed "pretty much alike." However, from observation, this was not the case. The appearance of the adults in the family was far below the standard of clothing worn by the children.

The family members did not assume many responsibilities
for the care of their own clothing. Mr. E did not hang up his own clothing or assist in any maintenance tasks. His only responsibility was cleaning his own shoes. The children hung up their own clothing "part of the time" and cleaned their own shoes. The daughter sometimes helped with ironing. Mrs. E reported she never did any hand laundry. She said she did all the machine laundry, cleaning and arranging of drawers, and repair. The E's owned a conventional washing machine but had no dryer so Mrs. E went to a laundromat in the wintertime.

**Additional data**

When asked what problems she and her husband tended to talk over together, Mrs. E said, "we pretty much agree." She asked that the interviewer check her marital happiness as "perfectly happy," on the Terman Self-rating Happiness Scale. Mrs. E had recently spent one week in a hospital for treatment of a "nervous breakdown." Throughout the interview the researchers had the impression that Mrs. E did not want to reveal evidences of conflict or dissatisfaction and that she gave what she thought were socially acceptable answers. Mr. E had a surly disposition and was not friendly.
Evaluation and Analysis: Family E

Employment data for Mr. E

Mr. E's initial job title was described as "general labor," in which he "moved skids of sheet metal parts and material, swept floor areas, and performed other general duties." Although he had changed the general type of work performed for the company, Mr. E was still in the original wage group at which he started 12 years before. His duties at the time of the study included "operating hand fed presses to make parts from blanks or performing secondary operations on partially fabricated sheet metal parts." If the amount of wages reported by Mr. E was correct, he would have had to be on an incentive rather than an hourly rate of pay to earn $7,000 and he may have worked some overtime.

His employment data sheet indicated one absence and no accidents during 1965. His lack of advancement was apparently not due to hazardous safety procedures or lack of dependability in reporting for work. The small number of suggestions made to the company, however, indicated some lack of initiative. This may be due to the belief that his suggestions would not be rewarded, unconcern with his job, or inability to think of suggestions.

Home environment

The interviewers rated the neighborhood as number
three (below average) on the adapted Warner seven-point dwelling area scale and assigned a numerical rank of one (very poor) on the adapted Warner seven-point house type scale. The interior of the house was rated "poor" concerning cleanliness, orderliness, attempts to create aesthetic qualities, and degree to which the furnishings were in repair. There were 1.00 persons per room in the house.

The social participation index for Mr. E was zero, and the mean social participation index for men in both criterion groups of the sample was 5.15. Total social participation index for the entire family was 4.0, while the mean for criterion group one was 4.56. The family received a score of 72 on the Warner Index of Status Characteristics. This represented the second lowest rank in status received by any of the 40 participants in the study. The E's were judged to be static in terms of social mobility because the lack of concern for self-improvement of the parents was offset to some degree by the middle-class clothing behaviors of the three youngest children.

A panel of three independent judges agreed that the quality of clothing owned by Mrs. E, as far as could be observed, was quite low. The judgments were based on observations of her clothing while setting up the appointment, during the interview, and at the two call-backs. In light of the judges evaluation of very low quality of personal wardrobe, a question is raised as to the meaning of Mrs. E's
consistent denial of dissatisfaction with her clothing. The knowledge and application of consumer buymanship information concerning clothing exhibited by Mrs. E was rated one on a five point scale with one being the lowest possible score.

It seemed the homemaker wanted to deemphasize the things she thought were "bad" and disclaim those that she could. Saying that she was pleased with her clothing, pleased with her house, that she and her husband agreed, that she and her children had never had any disagreements, that their family had had no major problem they could not solve, and that her marriage was "perfectly happy," may have been an attempt to avoid conflict situations. If the above were true, a question may be asked as to the cause of the "nervous breakdown."

**Relationships between employment and home environment**

There are various possible explanations for the lack of upward mobility on the job that Mr. E has experienced. Mrs. E spent a great deal of time sleeping and reading western paperback novels and was not concerned about the disorder about her. Mr. E held his head in his hands, looked at the floor, and was not engaged in any physical activity. The couple did not seem to value work achievement.

Lack of participation in society on the part of Mr. E, poor grooming of the couple, type and quantity of reading
material, and the deteriorated condition of the house indicate a lack of striving for middle-class status. The absence of long-range goals in the home may have extended into the lack of a plan for occupational achievement.

Mrs. E's portrayal of a pleasant home life in which she was pleased with her material possessions may have been an attempt to be defensive. Defensiveness would probably not be a trait which would encourage a family to recognize its inadequacies and seek realistic solutions to problems.

After the interview, considering everything about the home environment, independent predictions were made by the two interviewers concerning the criterion group in which they thought Mr. E would be. Both interviewers were correct in predicting that Mr. E was in Group 1. The over-all low level of performance of the homemaker concerning almost all of the home-environment characteristics accompanied low performance of Mr. E on the job. This finding lends support to the importance of the relationship between home-environment and employment factors.
<table>
<thead>
<tr>
<th>Family composition</th>
<th>Age</th>
<th>Last school grade completed</th>
<th>Occupation</th>
<th>Occupation of father of parents</th>
<th>Education of parents</th>
</tr>
</thead>
<tbody>
<tr>
<td>Father</td>
<td>31</td>
<td>12</td>
<td>Factory worker on assembly line</td>
<td>Construction worker</td>
<td>Father—12 (not sure)</td>
</tr>
<tr>
<td>Mother</td>
<td>25</td>
<td>10</td>
<td>Full-time homemaker</td>
<td>Factory worker</td>
<td>Mother—12</td>
</tr>
<tr>
<td>Children</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Daughter</td>
<td>9</td>
<td>3</td>
<td>Pupil</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Daughter</td>
<td>8</td>
<td>2</td>
<td>Pupil</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Son</td>
<td>5</td>
<td>Kindergarten</td>
<td>Pupil</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Employment data for Mr. F:

- **A.** Beginning wage group: 3
- **B.** Wage group in May, 1966: 2
- Mobility (difference between A & B): -1
- Number of successful bids upward: 0
- Income: 
  - Company: $7,000-$8,499
  - Other: less than $100
- Number of part-time jobs: 0
- Number of suggestions to company: 36
- Seniority: 12 years
- Absences:
  - Total number: 3
  - Total hours: 3.2
  - Reasons:
    - Business or doctor appointment: 3.0 hrs.
    - Transportation: 0.1 hr.
    - Weather: 0.1 hr.
  - Number of accidents in 1965: 0
  - Work shift: days

Figure 7. Family and employment data for Family F
Interviewers' approach

The first afternoon the interviewers arrived at the F residence Mrs. F was not at home. Her two daughters of elementary school age answered the door and said that their mother was visiting their grandmother and would not be home until late afternoon. When asked if they knew when Mrs. F would likely be at home, the older daughter opened a kitchen cabinet drawer and consulted a small book in which her mother's calendar of events was recorded. She pointed out meetings at certain times and noted that, according to the calendar, her mother would be free the next afternoon. The interviewers said they would return at that time and asked the daughter if she would tell her mother they had called and see if Mrs. F could arrange to be free the following afternoon.

The interviewers returned the next afternoon and Mrs. F answered the door. She said her daughter must have forgotten to tell her that the interviewers had called, but that she did not have plans for the afternoon so was free to have the interview. Mrs. F was the only family member present for the interview.

Sociological characteristics

Housing The F house had been completed seven
months, and Mr. F had built it during the preceding three years. It was located in a town of less than 700 population in an average neighborhood with no deterioration in the area. Older houses were located in the same block and there were various ages and styles of houses interspersed throughout the town.

The five-room frame house with bathroom and attached garage was of ranch style and had brick trim on the front. Mrs. F related that she and Mr. F had lived in a mobile home all their married life (eight years) and that they had bought their lot three years before and moved the trailer to the lot so they could live there as they built the house.

Because the family had not accumulated any furniture while living in the mobile home, all the furniture and accessories in the house were new. Mrs. F had done an effective job in coordinating the furniture and the house was aesthetically pleasing. The living room had expensive-looking wall-to-wall carpeting with a sofa and occasional chairs in complementary colors. The kitchen had matching colored appliances with curtains and table top that had some of the same color in them. In the bathroom was a planter with an artificial floral arrangement which accented the color of the walls.

The interior of the house was immaculate and everything was in place. When the interviewers commented on what an excellent job Mrs. F had done in keeping her house
clean, she said that living in the trailer had made her very conscious of things when they were out of place. She told that when they lived in the trailer, one newspaper out of place made the whole house look untidy. "When the children came" she taught them to "put things back." She said that the children were so delighted at finally being able to live in a nice, large house that they enjoyed helping her keep it looking pretty. Mrs. F said there were no features she would like to have in another house that she did not already have.

The F's were beginning to landscape the yard and green grass covered the lawn. The interviewers remarked about a chrysanthemum plant that had been set out and Mrs. F said it was the one her husband had given her for Mother's Day. They had a new small economy car in a color that matched the exterior of their house.

Community and leisure activities Mr. F bowled once a week and Mr. and Mrs. F belonged to a pinochle card club that met once a month. Mrs. F went to a sewing club once a week and a "ladies' club" once a month. She was a Brownie helper at day camp. The daughters belonged to Brownies and were taking swimming lessons. The F's did not go to church but sent their three children to Sunday School. If Mrs. F had a family problem she could not solve, she would have gone to her parents or Mr. F's parents.

The leisure activities which Mrs. F listed for her
husband were "being with the family, working on his truck, and helping his friends." The F's subscribed to one daily newspaper and one Sunday newspaper which Mrs. F read every evening. If she had to cut down on spending, Mrs. F would eliminate payments on lay-aways or charge accounts and house rent or payments, which is apparently what she and Mr. F did for eight years while they were saving money for their house.

The F's had moved from a trailer court in a larger town to the small town in which they lived because they thought their children would receive more individual attention in a smaller school. Mr. F believed that his children would have a better opportunity to participate in sports and other school activities where competition was not so great as in large towns. He wanted his children to be on ball teams and thought that in cities only the best athletes could make the team. Mrs. F reported that all her children were "good students."

Work behaviors When asked what about the home would make the most difference to her husband's work, Mrs. F said, "If I was gone when he came home and didn't come home and fix a hot meal, boy, would that make a difference." She added, "He doesn't like messy houses." Mrs. F thought she would like to have a part-time job next year when her children would all be in school, but "My husband doesn't agree." When asked whether a husband should help around the house
if the wife worked, she said "To a certain extent. It's the woman's place to do it, but there are circumstances where it wouldn't hurt."

Mrs. F thought the work habits which were important for her were "Do your work in the morning. Get it done. That leaves the afternoons free for visiting." She thought children should "learn to respect their stuff and take care of it." When asked the most effective way of disciplining her children, Mrs. F interpreted this to mean how she got them to do their household chores and said "Tell them to do it and that it will be waiting for them when they return and will soon pile up. Tell them everybody has to grow up . . . ." Mrs. F said that before her husband returned from work she always "got all the beds made, put a clean towel and wash rag in the bathroom, and had the general house clean."

Mrs. F would choose airline stewardess work for her daughter because "She's tall and thin and likes airplanes." She definitely did not want her to "not finish high school" as Mrs. F had done. For a job for her son, Mrs. F wanted him to "go to college. Otherwise it's up to him. By the time he gets that age everyone will need a college education, especially men." She would not like for him to have the same job Mr. F held because she would "rather he'd better himself a little."
Clothing behaviors

Mrs. F was wearing an orange and white sleeveless seersucker blouse, green cotton bermuda shorts, and no shoes. Her hair was clean and styled in a short manner, and her clothes were clean and freshly pressed. Mrs. F's figure was slim and firm and she said that she had lost weight helping her husband build their house. When the interviewers made the first call, the two daughters were dressed in clean, attractive play clothes.

When asked if she liked her clothes Mrs. F said "Oh, yes." She liked them because "I picked them out. I like the ones my husband picked out even better. He doesn't worry about the money." Her favorite dress was a gray and red checked wool "A-line" dress. She volunteered to show it to the interviewers and it was expensive-looking and youthfully styled. Mrs. F said her husband had given her two sweaters for Christmas and, since she did not need both of them, she had exchanged one of them for the dress. Mrs. F had no dress which she disliked. For housework, she wore "something real comfortable . . . shorts in the summer and slacks in the winter." For everyday wear, she had two pairs of "tall girl stretch slacks" that she liked best because they fit her well. Mrs. F said she would like to have "another good dress for going out" and that she would buy two seven dollar dresses rather than one fourteen dollar dress
because "I can get more use out of two dresses than one."

Mrs. F said her husband "always tells me if I look better" and doesn't like stuff too tight, definitely not in public . . . not gaudy clothes." He was clothes-conscious about his own clothes and liked to be "very neat." Mr. F wore "Levi's and white T shirts" to work. Mrs. F said, "He always has worn Levi's since I've known him. I don't know why. He wears T shirts because they're cooler." Mrs. F was pleased with what her husband wore to work and added, "I've seen a lot of men who work there look terrible; some look nicer, of course, like . . . foremen."

Mrs. F related, concerning labels on clothing, "I usually always read all the literature to see what's in them. If they say 'dry clean only' I usually don't buy them because it is an added expense." Mrs. F purchased most of the family clothing at a medium-priced store. She had constructed six dresses for her daughters and some doll clothes and had done mending. All family members hung up their own clothing. The son could not reach the clothes rod in his closet yet so he put his clothes on hangers and hung them on a dresser drawer knob. The daughters cleaned their dresser drawers "if I tell them to."

Mrs. F thought it was most important that she be well dressed in the family because "I do more activities than my husband. He usually stays home with the kids." She said her husband should be next in line because "He's head of the
family and has to go with me sometimes." She thought their
money was divided as it should be regarding the proportion
spent for clothing for each family member and added that
"girls take more clothes than boys."

Additional data

Mr. and Mrs. F had highly defined roles. He earned the
money and took care of the yard while she kept the house,
took care of the children, and did the shopping. As far as
the interviewers could determine, Mrs. F was very satisfied
with this division of labor and thought it was "right." She
asked that her marriage be checked as one point below "per­
fectly happy."

Mrs. F was one of the most alert homemakers interviewed
and seemed to understand the meaning of the questions im­
mediately. Her responses were spontaneous and no items had
to be restated or interpreted. Her grammar was good com­
pared to that of some of the better educated homemakers.

Evaluation and Analysis: Family F

Employment data for Mr. F

Mr. F was the single employee in the study who had ex­
perienced negative job mobility since his initial emplo­
ment. His beginning wage group at the company was three,
while he was in wage group two at the time of the study.
His beginning job description was "operates spot gum welder to weld . . . to sheet metal parts . . ." His job description at the time of the study was "assembles functional components to various parts" of the product "moving by on conveyor."

Mr. F had no successful bids upward so it is possible that he asked for none. If the income category which he checked was correct, Mr. F would have had to work on an incentive rate of pay in order to make from $7,000 to $8,499. The company offered men at some jobs an option of being on an hourly rate of pay or an incentive rate of pay. The hourly pay was higher than was the base pay on an incentive rate; however, on incentive pay, a minimum standard of accomplishment was set and an employee was paid a bonus proportional to the amount he exceeded the quota. Thus, a fast, efficient worker could earn more on incentive pay than a fellow employee in the same wage group who was on an hourly pay scale. Mr. F apparently earned one hundred thirty three per cent of his quota and may have worked some overtime. He made more money than some of the men in the sample who were in Group 2. It is possible that he asked to be downgraded to his position in wage group two so he could have the opportunity of being on incentive pay and thus, earn more money. Mr. F was relatively young (31). Company officials reported that younger workers who were not bothered by having to work for extended periods at a very fast pace
frequently requested jobs with incentive opportunities.

Mr. F's few absences (3.2 hours) do not indicate lack of dependability and he had the highest number of suggestions (36) of the men in Group 1. Since Mr. F had no successful bids upward, it is assumed that the suggestions were made for their possible monetary value rather than influencing his superiors to consider him for a promotion.

Home environment

The interviewers rated the neighborhood as four (average) and the house as six (very good) on the adapted Warner seven-point dwelling area and house type scales. The interior of the house was rated "good" concerning cleanliness, orderliness, attempts to create aesthetic qualities, and degree to which the furnishings were in repair. There were 0.83 persons per room in the house.

The social participation index for Mr. F was 6.0 while the mean scores on the social participation index for men in both criterion groups of the sample were 5.15. The social participation index for Mrs. F was 12.0 and the total family index was 9.0, while the mean scores received by wives and families in Group 1 were 5.80 and 4.56 respectively. The family received a score of 53 on the Warner Index of Status Characteristics. This represented the highest rank in status received by any family in Group 1. The F's were judged to be upwardly mobile in terms of social mo-
bility because of their striving for certain high quality material goods such as housing and clothing and because of their participation in certain middle-class social activities.

Mrs. F's wardrobe quality, as far as could be observed, was judged five (high) on a five-point scale and her sense of clothing adequacy was judged four rather than five on the five-point scale because she had two specific suggestions for improvement of her wardrobe. Her use of consumer information concerning clothing was rated five (high) and her level of knowledge of consumer information was rated three (one or two low level concepts).

Relationships between employment and home environment

Possible explanations for Mr. F's downward mobility at the company are probably based on his voluntary bidding downward in order to be able to elect a job with an incentive rate of pay, especially since he had no successful bids upward. His reasons for selecting such a job would probably have been monetary.

It had been Mr. and Mrs. F's ambition to own a lovely house and they thought the fastest way to accomplish this goal was to earn as much money as possible and save it. By earning one and one-third times on incentive rates, Mr. F earned as much as most of the men in the upper criterion group. The family saved by strict budgeting. They depos-
ited Mr. F's check, paid their bills, and withdrew a small amount of cash for incidentals. Mrs. F related "if you don't have it in your pocket you can't spend it." They did not have charge accounts and the items they were paying for by time payments were their house and furniture. The family seemed to be future oriented and Mrs. F cooperated in accomplishing their goals by fulfilling Mr. F's role expectations.

The F's seemed to value small-town living. They wanted their children to be active in school events and receive "individual attention." In a smaller town, a man might be judged more on his own merits than his occupational prestige. The F's were probably considered to be in the highest social class in their small town, whereas this would not have been the case in a larger community.

Mrs. F was a thorough, efficient homemaker who apparently worked quickly. Mr. F did not like a "messy" environment. These are traits which would be desirable in order to excel in work on an incentive pay scale (which required producing a high quantity of goods at an acceptable quality).

After the interview, considering everything about the home environment, independent predictions were made by the two interviewers concerning the criterion group in which they thought Mr. F was. Both interviewers were incorrect in predicting that Mr. F would be in Group 2. However, other employment data were consistent with their prediction of
high job performance. The over-all high level of performance of the homemaker concerning most of the home-environment characteristics accompanied certain employment characteristics of Mr. F, namely dependability and earning power.
ANALYSES OF GROUP FINDINGS

In addition to the analyses of case studies, which were presented in the preceding chapter, the data were also analyzed in this chapter by comparison of the means of the two groups and inspection of intercorrelations among variables. The findings reported in this chapter are in four sections. First, the sample of 40 employees is discussed concerning family descriptions, and the employees are compared to those in the population not included in the sample. The next three sections report the findings in regard to employment variables, home-environment variables, and the relationships between the two types of variables. In these three sections, results from comparison of the means of the two groups and inspection of intercorrelations among variables were combined and reported together.

Composition of the Sample

Family descriptions

The 40 families who participated in the present study lived in a midwestern, non-metropolitan area. The composition of these families, along with the ages and educational levels of the parents, is shown in Table 3. A comparison of the families in the two groups indicated that the parents in Group 2 were not only older when this study was carried out, but were also older than those of Group 1 when their
Table 3. Group means for characteristics of families including age, education, and number of children

<table>
<thead>
<tr>
<th>Variable</th>
<th>Group 1</th>
<th>Group 2</th>
</tr>
</thead>
<tbody>
<tr>
<td>12. Age of husband in years</td>
<td>35.55</td>
<td>40.10</td>
</tr>
<tr>
<td>13. Age of wife in years</td>
<td>31.45</td>
<td>35.50</td>
</tr>
<tr>
<td>21. Age of husband when first child was born</td>
<td>24.45</td>
<td>27.15</td>
</tr>
<tr>
<td>22. Age of wife when first child was born</td>
<td>21.00</td>
<td>22.30</td>
</tr>
<tr>
<td>23. Education of husband in school years</td>
<td>10.60</td>
<td>10.70</td>
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<td>24. Education of wife in school years</td>
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<td>15. Number of children in elementary school</td>
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<td>16. Number of children in high school</td>
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<td>.95</td>
</tr>
<tr>
<td>18. Number of children at home</td>
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<td>3.10</td>
</tr>
<tr>
<td>20. Total number of children</td>
<td>3.50</td>
<td>3.45</td>
</tr>
</tbody>
</table>

first children were born. This difference may be associated with the dates of the Korean conflict. Although the two groups of families included approximately the same number of children, the children in the families of Group 2 tended to be slightly older than those in Group 1. Almost all of the children in the 40 families were still living at home. Although the educational level of the husbands in the
two groups was comparable, the wives in Group 2 had a higher educational level than the wives in Group 1. The educational level of the wife appeared to be associated with identification of the husband in the upper wage groups. One family in Group 1 had two children and one family in Group 2 had one child who had quit school before completing high school. All other children of school age were still in school.

The differences in average ages of the employees and their wives in the two criterion groups as shown in Table 3 presented a confounding element in analyzing variables related to employment and to home environment. Data relating to child development and family relationships had not been completely analyzed by the time of this report, but the interviewers tentatively concluded that the presence of older children in the families probably increased the complexity of problems that the families were aware that they were facing. For example, the interviewers observed that some families with children of preschool age had used little or no money resources for clothing for the wife and children, but families with daughters and sons in high school indicated that clothing was often of major importance to these youths and, although amounts were not known, more money was being used for clothing for these boys and girls.

**Comparison with others in population**

The 40 employees included in the sample had similar
characteristics to those not included in the sample concerning the criteria used in identifying employees eligible to be included in the study. Data comparing criterion groups of employees by sampled and non-sampled groups are shown in Table 4. The largest difference between the sample and the non-sample within either group was the mean age of employees in Group 1.

Table 4. Means for criteria used in identifying criterion groups of employees by sampled and non-sampled groups

<table>
<thead>
<tr>
<th>Variable</th>
<th>Group 1</th>
<th>Group 2</th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Sample (n=20)</td>
<td>Non-sample (n=27)</td>
<td>Sample (n=20)</td>
<td>Non-sample (n=11)</td>
</tr>
<tr>
<td>Planned to be common</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>2. Beginning wage group</td>
<td>2.0</td>
<td>1.9</td>
<td>3.8</td>
<td>4.4</td>
</tr>
<tr>
<td>68. Years employed by company</td>
<td>11.6</td>
<td>11.8</td>
<td>14.0</td>
<td>14.0</td>
</tr>
<tr>
<td>12. Age in years</td>
<td>35.6</td>
<td>37.3</td>
<td>40.1</td>
<td>39.9</td>
</tr>
<tr>
<td>23. Educational level in school years</td>
<td>10.6</td>
<td>10.3</td>
<td>10.7</td>
<td>11.3</td>
</tr>
<tr>
<td>Planned to be differentiating</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>3. Wage group at time of study</td>
<td>2.2</td>
<td>2.2</td>
<td>10.2</td>
<td>10.3</td>
</tr>
</tbody>
</table>

The employees included as non-sample in Table 4 repre-
sented those not selected for the sample as well as those who were selected but, when the home was contacted, were found to be ineligible for some reason other than an employment variable. The employees in the sample included some who were originally selected and replacements for those who were ineligible.

The data show that the director of the research (total project) was not able to keep the two groups alike on beginning wage group, years employed by the company, and age of the employee. There were fewer men in the company who met the mobility criterion for Group 2 (had begun work in one of the three lowest wage groups and were, at the time of the study, in one of the upper wage groups) than there were men who met the mobility criterion in Group 1 (had begun work in one of the three lowest wage groups and were employed in approximately the same wage group at the time of the study). As replacements were made in the sample for Group 2 it was necessary to include one man who began in wage group four and four men who began in wage group 11.

When it was necessary to include employees who were first employed by the company during the years of 1951 to 1955 instead of any one year in order to have a sufficient number of eligible employees in Group 2, it was assumed that a minimum of ten or more years of employment would give any employee an opportunity to advance to one of the upper wage groups. Company officials validated this assumption by
stating that men had been hired "off the street" for jobs as high as wage group six. Any employee already working for the company would have been given preference for vacancies in higher wage groups, but possibly because the work in certain higher wage groups was physically "hard" and "dirty," the job did not have as remunerative a potential for incentive pay, or other unidentified reasons, men in lower wage groups did not elect to bid for the vacant positions.

The differences between the two criterion groups on characteristics which were planned to be common for the groups appear to be attributable to differences in the employees in the two strata of the population and not due to sampling error. The differences between the two groups on the means shown in Table 4, as well as the differences in the number of employees in the two strata, may be explained by a number of conditions. Seniority was a major consideration in determining opportunities for advancement including opportunities for apprenticeship training. This role of seniority may explain, in part, the differences between the ages of those employees in the lower wage groups at the time of the study and those in the upper wage groups including journeymen in skilled trades departments.

In this study educational level of the employees when first hired was controlled by matching the two groups on this variable. The groups of employees in the sample were so similar in educational level that any differences between
the groups on other characteristics were assumed not to be associated with this characteristic. At the time of the study the 12 men in wage group 11 had completed apprenticeship training. Three of the 12 men had less than a high school education and would not have been eligible for apprenticeship training if they were applying under standards current at the time of this study.

Employment Variables

The employment variables included clusters of variables and individual variables and were named criterion group, seniority, mobility, absenteeism, suggestions to the company, wages, and other employment. The intercorrelations among the employment variables are shown in Figure 8. Criterion group is a cluster composed of variables one, the original criterion group, and three, the wage group at the time of the study. Seniority is represented by the single variable 68, number of years employed by the company. Mobility is a combination of variables four, distance between beginning wage group and wage group at time of the study, and five, the number of successful bids upward. Variables eight, nine, and ten, the number of absences, total hours absent, and absence due to illness, comprise absenteeism. Suggestions to the company operated independently of all but one of the other employment variables, as shown in Figure 8, and is variable 11. Variable six, wages from the company
<table>
<thead>
<tr>
<th>Variable</th>
<th>1 3 68 4 5 8 9 10 11 672526</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>63 62 78 75 73 32</td>
</tr>
<tr>
<td></td>
<td>73 82 36 45 43 53 -36 -35 -43</td>
</tr>
<tr>
<td></td>
<td>37 34 70 73 53</td>
</tr>
</tbody>
</table>

*In this and subsequent figures only correlations significantly different from zero at the one to five per cent levels are included. For n=40, \( r_{.01} = .40 \) and \( r_{.05} = .36 \). All decimal points are omitted.*

**Figure 8.** Correlation matrix for employment variables
in 1965, is treated as an independent variable. Other em­
ployment is composed of three related variables, income from
other sources, number of part-time jobs held by the employee,
and extent of farming as a part-time job of the employee.
These are variables seven, 25, and 26.

No employment variable was entirely unrelated to the
others as shown in Figure 8. Criterion group was positively
related to seniority, mobility, suggestions to the company,
and wages. Absenteeism was negatively correlated with wages
and positively correlated with other employment.

The means for the two criterion groups on the employ­
ment variables are shown in Table 5. The means for employ­
ees in Group 2 were consistently higher than those for Group
1 on mobility, suggestions to the company, and wages.

Criterion group

The two criterion groups differed from each other on
mean wage group at the time of the study by eight wage
groups. In Group 2 there were 12 journeymen in skilled
trades who were in wage group 11 and eight men in wage
groups less than 11 with additional leadership responsibil­
ities. The men in Group 1 did not have leadership positions.

Seniority

The men in Group 2 had more seniority than those in
Group 1 as shown in Table 5. This variable alone, however,
Table 5. Means on employment variables by criterion group

<table>
<thead>
<tr>
<th>Variable</th>
<th>Group 1</th>
<th>Group 2</th>
</tr>
</thead>
<tbody>
<tr>
<td>Criterion group</td>
<td></td>
<td></td>
</tr>
<tr>
<td>3. Wage group at time of study</td>
<td>2.20</td>
<td>10.20</td>
</tr>
<tr>
<td>Seniority</td>
<td></td>
<td></td>
</tr>
<tr>
<td>68. Number of years employed by company</td>
<td>11.60</td>
<td>14.00</td>
</tr>
<tr>
<td>Mobility</td>
<td></td>
<td></td>
</tr>
<tr>
<td>4. Distance across wage groups&lt;sup&gt;a&lt;/sup&gt;</td>
<td>0.25</td>
<td>6.70</td>
</tr>
<tr>
<td>5. Number of successful bids upward</td>
<td>2.25</td>
<td>2.65</td>
</tr>
<tr>
<td>Absenteeism</td>
<td></td>
<td></td>
</tr>
<tr>
<td>8. Number of absences in 1965</td>
<td>4.55</td>
<td>4.50</td>
</tr>
<tr>
<td>9. Hours of absence in 1965</td>
<td>15.00</td>
<td>18.00</td>
</tr>
<tr>
<td>10. Hours of absence due to illness in 1965</td>
<td>7.15</td>
<td>9.25</td>
</tr>
<tr>
<td>Suggestions to company</td>
<td></td>
<td></td>
</tr>
<tr>
<td>11. Number of suggestions submitted to company</td>
<td>10.25</td>
<td>20.20</td>
</tr>
<tr>
<td>Wages</td>
<td></td>
<td></td>
</tr>
<tr>
<td>6. Annual wages from company in 1965</td>
<td>$6550.00</td>
<td>$7450.00</td>
</tr>
<tr>
<td>Other employment</td>
<td></td>
<td></td>
</tr>
<tr>
<td>7. Income from non-company sources</td>
<td>$325.00</td>
<td>$370.00</td>
</tr>
<tr>
<td>25. Number of part-time jobs of employee</td>
<td>0.35</td>
<td>0.40</td>
</tr>
<tr>
<td>26. Extent of farming&lt;sup&gt;b&lt;/sup&gt;</td>
<td>0.40</td>
<td>0.25</td>
</tr>
</tbody>
</table>

<sup>a</sup> Number of existing wage groups between beginning wage group and wage group at time of study.

<sup>b</sup> Code: 0 = none, 1 = raising livestock or farming 40 acres or less, 2 = farming 109-150 acres, 3 = farming 240-360 acres. All acreages reported were included in the coding.

does not explain the differences between the two groups on mobility.
Mobility

The measure of mobility across wage groups was a crude measure but was assumed to be valid. Although no one employee would necessarily move through all of the wage groups (some wage groups include only limited types of work), each wage group represented a higher rate of pay than the preceding one. The difference between the two groups on the first measure of mobility in Table 5 was 5.45 wage groups. Since five of the employees in Group 2 did not meet the beginning wage group criterion (four men started in wage group 11 and one man started in wage group four as pointed out in the Method of Procedure), the greater mobility experienced by the men in Group 2 is especially notable. One-fifth of the men in Group 2 were in the highest wage group when hired at the company so were limited to a mobility across wage groups of zero.

The company gave employees priority over non-employees in filling any vacancies. The fact that the company had hired new employees for wage groups higher than those held by Group 1 indicated that the men in Group 1 had not chosen to bid for some jobs in higher wage groups.

The number of successful bids upward appears to be less comparable than the other employment variables for all men in the study. Employees could bid on jobs available but the number of vacancies and, therefore, the number of oppor-
tunities for bidding varied from department to department. Some of the men in the study had a number of successful bids upward but were still in the wage group in which they started. This was possible because of involuntary downgrading associated with reductions in the work force or voluntary downgrading. Also, men in lower wage groups could bid for apprenticeship training which prepared them for a skilled trade in wage group 11. Thus, a man in wage group one who bid for an apprenticeship position would have only one successful bid upward, but would have advanced ten wage groups. The measure of successful bids upward would probably be even less comparable among different companies than was true in this study of employees of one company.

Absenteeism

The data on absences from work were inconsistent with the results on the other employment variables related directly to the company. Although the number of absences was approximately the same for the two groups in 1965, the employees in Group 2 were absent for slightly more hours than those in Group 1. This difference in hours absent was not in the direction anticipated. Further inspection of the data regarding absences due to illness revealed that nine of the men in Group 1 and six of the men in Group 2 were absent due to illness. One of the six men in Group 2 was absent 85.9 hours because of illness. This was over twice as many
hours as any other employee and, with a sample size of 20, would have tended to raise the mean hours of absences for the group.

**Suggestions to the company**

The cooperating company had a system of recording the number of suggestions submitted by each employee and paying the employee for those suggestions that resulted in savings for the company. The amount paid the employee or group of employees for the suggestion was in proportion to the amount of saving by the company in a given period of time up to a certain maximum amount. This variable discriminated between the two groups of employees although the judgment sampling would account for some of the difference.

**Wages**

The distribution of reported wages from the company and income from other employment is shown in Table 6. Although the two criterion groups of employees differed greatly on wage group at the time of the study, the differences between the two groups in terms of annual wages from the company were less marked as shown in Tables 5 and 6. The aim of identifying two groups of employees who differed in major ways in their employment records was not achieved to the extent hoped. Annual wages of the two groups of employees would be described as similar rather than contrast-
ing. There are several possible explanations for this result. The men in Group 1 were in jobs that provided eligibility for incentive rates or straight hourly rates. On incentive rates the employee earned on the basis of production of acceptable products. A fast, efficient, accurate worker could earn more on incentive rates than on straight hourly rates. The men in Group 2 were in jobs that did not provide incentive rates, although the regular hourly rates of skilled tradesmen were higher than those of employees in Group 1. The men in the upper wage groups who were in positions of leadership received an amount in addition to the regular hourly wage which insured that their wages would be higher than those who did not have leadership positions, even though the latter might be on incentive pay.

Table 6. Distribution of reported incomes from company and other sources by group

<table>
<thead>
<tr>
<th>Income</th>
<th>Group 1</th>
<th>Group 2</th>
</tr>
</thead>
<tbody>
<tr>
<td>Wages from company</td>
<td></td>
<td></td>
</tr>
<tr>
<td>$4,000 - 5,499</td>
<td>2</td>
<td>1</td>
</tr>
<tr>
<td>$5,500 - 6,999</td>
<td>12</td>
<td>3</td>
</tr>
<tr>
<td>$7,000 - 8,499</td>
<td>6</td>
<td>15</td>
</tr>
<tr>
<td>$8,500 - 9,999</td>
<td>0</td>
<td>1</td>
</tr>
<tr>
<td>Income from other sources</td>
<td></td>
<td></td>
</tr>
<tr>
<td>None or less than $100</td>
<td>11</td>
<td>12</td>
</tr>
<tr>
<td>$100 - 999</td>
<td>6</td>
<td>3</td>
</tr>
<tr>
<td>$1,000 - 1,999</td>
<td>1</td>
<td>4</td>
</tr>
<tr>
<td>$2,000 - 2,999</td>
<td>1</td>
<td>0</td>
</tr>
<tr>
<td>$3,000 - 3,999</td>
<td>1</td>
<td>0</td>
</tr>
<tr>
<td>Over $4,000</td>
<td>0</td>
<td>1</td>
</tr>
</tbody>
</table>
Wages were also affected by the shift that the man worked. The hourly wage for the afternoon shift was a number of cents higher than for the day shift; likewise, the night shift that began around midnight had an even higher hourly wage. Some workers worked rotating shifts; others consistently worked on the same shift throughout the year.

Because the reporting of wages appeared to be a sensitive matter, the categories of wages from the company were set up so that each category included a spread of $1,500. Perhaps in future studies a spread of $1,000 would be adequate to both free the employee to respond and provide for increased discrimination among levels of wages.

Other employment

According to Table 5, the employees in the two groups averaged about the same number of part-time jobs in addition to their work at the company, but the workers in Group 2, on the average, received slightly more income from their part-time employment. Although less than half of the employees reported incomes from sources other than the company, some men were committing major amounts of time to one or more part-time jobs. Proportionately the difference between the two groups on income from sources other than the company was the same as that for annual wages as shown in Table 5. No man in Group 1 reported income in the highest category of wages from the company or from other employment.
The range for Group 2 extended from the lowest to the highest categories for income from both sources.

The extent of farming as a source of income other than the company was minor in terms of the number of employees involved. Four of the men in Group 1 were farming from 40 to 240 acres each, and three of the men in Group 2 were farming with one raising livestock on a small acreage, one farming 13 acres, and one farming 360 acres. For some of these seven families the owning and operation of a farm appeared to be a major goal.

Home-Environment Variables

The characteristics of the home environment which are reported in the present study are selected aspects of a larger study concerning relationships between employment and home environment that was conducted by the Department of Home Economics Education at Iowa State University. Results are presented for family clothing behaviors and for sociological characteristics of the family including housing, community and leisure activities, and attitudes toward work. The selected characteristics of the home environment which are reported here include individual variables and clusters of variables.

Housing

The cluster of housing variables is shown in Figure 9.
Variable | 27 | 28 | 29 | 34 | 35 | 37 | 38 | 39
---|---|---|---|---|---|---|---|---
House type | | 27 | | | | | |
Neighborhood | | 28 | | 78 | | | | |
Housing density\(^a\) | | 29 | | 41 | 42 | | | |
House cleanliness | | 34 | | 67 | 48 | | | |
House orderliness | | 35 | | 64 | 52 | 35 | 86 | |
Aesthetic qualities | | 37 | | 69 | 51 | 39 | 81 | 73 |
Furnishings in repair | | 38 | | 71 | 46 | 83 | 62 | 74 |
Essential furnishings | | 39 | | 67 | 48 | 69 | 62 | 71 | 76 |

Figure 9. Correlation matrix for housing
\(^a\)Based on number of rooms per person

Housing density was the only variable that did not significantly relate to all other variables in the cluster.

Housing correlated negatively with number of children in the family. That part of the housing cluster dealing with cleanliness, orderliness, aesthetics, and repair of furnishings correlated negatively with the cluster on patriarchal authority pattern (one of the variables in the total study) and with the extent to which handing down clothing was a source of family clothing. Housing correlated positively with educational level of the wife with the exception of the items dealing with cleanliness and orderliness. Housing also correlated positively with the husband's hanging up his own clothing, the preference of the wife for one
dress worth $4\frac{1}{4}$ dollars over two worth seven dollars each, and the wife's judgment that the family had enough money for clothing.

In addition to the cluster of items dealing with housing, the comparison of means for the two criterion groups on housing shown in Table 7 includes three items dealing with attitude of the wife toward the housing. Wives of Group 2 were less satisfied with the housing and made more suggestions for improvement of the house. The means for house type and neighborhood were superior for Group 2, but the scores on orderliness, cleanliness, and essential furnishings were superior for Group 1 with the differences on the latter two being minor.

Although the differences between the two groups on the housing variables were minor, the wives of Group 2 believed that their houses, which were slightly superior to the houses of Group 1, met the needs of the family less well. The response on the latter variable is consistent with the responses on the number of suggestions for house improvement.

The criteria for judging some of the characteristics of housing need further refinement; however, for those cases in which the independent judgments of the two interviewers regarding house type and neighborhood differed by more than one category, the director of the research and the interviewers made a return trip to the neighborhoods and observed the houses from the outside. The rating was discussed in
### Table 7. Mean characteristics related to housing by criterion group

<table>
<thead>
<tr>
<th>Variable</th>
<th>Group 1</th>
<th>Group 2</th>
<th>Possible range</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Housing</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>27. House type</td>
<td>3.30</td>
<td>3.45</td>
<td>1-7&lt;sup&gt;a&lt;/sup&gt;</td>
</tr>
<tr>
<td>28. Neighborhood</td>
<td>3.50</td>
<td>3.60</td>
<td>1-7&lt;sup&gt;b&lt;/sup&gt;</td>
</tr>
<tr>
<td>29. Density</td>
<td>0.70</td>
<td>0.72</td>
<td>Number of persons per room</td>
</tr>
<tr>
<td>34. Cleanliness</td>
<td>1.35</td>
<td>1.25</td>
<td>0-2&lt;sup&gt;c&lt;/sup&gt;</td>
</tr>
<tr>
<td>35. Orderliness</td>
<td>1.35</td>
<td>1.05</td>
<td>0-2&lt;sup&gt;c&lt;/sup&gt;</td>
</tr>
<tr>
<td>37. Aesthetic qualities</td>
<td>0.90</td>
<td>0.95</td>
<td>0-2&lt;sup&gt;c&lt;/sup&gt;</td>
</tr>
<tr>
<td>38. Furnishings in repair</td>
<td>1.15</td>
<td>1.20</td>
<td>0-2&lt;sup&gt;c&lt;/sup&gt;</td>
</tr>
<tr>
<td>39. Essential furnishings</td>
<td>1.15</td>
<td>1.05</td>
<td>0-2&lt;sup&gt;c&lt;/sup&gt;</td>
</tr>
<tr>
<td><strong>Attitude of wife toward housing</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>50. House meets needs better now than when family moved in</td>
<td>0.85</td>
<td>0.65</td>
<td>0-1&lt;sup&gt;d&lt;/sup&gt;</td>
</tr>
<tr>
<td>51. Difficult to get improvements</td>
<td>0.35</td>
<td>0.60</td>
<td>0-1&lt;sup&gt;d&lt;/sup&gt;</td>
</tr>
<tr>
<td>67. Number of suggestions for house improvement</td>
<td>0.95</td>
<td>1.35</td>
<td>Actual number</td>
</tr>
</tbody>
</table>

<sup>a</sup>Code: 1=very poor, 2=poor, 3=fair, 4=average, 5=good, 6=very good, 7=excellent. See appendix for further explanation.

<sup>b</sup>Code: 1=very low, 2=low, 3=below average, 4=average, 5=above average, 6=high, 7=very high.

<sup>c</sup>Code: 0=poor, 1=medium, 2=good.

<sup>d</sup>Code: 0=no, 1=yes.

...terms of the criteria which had been set up and a common score was agreed upon. It was not possible to follow the same procedure regarding characteristics of the inside of the house. In general, however, the independent judgments...
of the interviewers were the same.

Community and leisure activities

The intercorrelations among the variables describing social participation of family members are shown in Figure 10. With the exception of social mobility, the scores on all of the variables other than social participation index for the family contributed to the latter score. The correlation of 0.82 between variables 32 and 33 indicates that two-thirds of the variance in the social participation index for the family is in common with that of the social participation index of the wife.

<table>
<thead>
<tr>
<th>Variable</th>
<th>31</th>
<th>32</th>
<th>33</th>
<th>61</th>
<th>62</th>
<th>63</th>
<th>64</th>
</tr>
</thead>
<tbody>
<tr>
<td>Number of organizations, entire family</td>
<td></td>
<td></td>
<td>31</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Social participation index, wife</td>
<td></td>
<td>32</td>
<td>76</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Social participation index, family</td>
<td></td>
<td>33</td>
<td>84</td>
<td>82</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Number of organizations, church focus</td>
<td></td>
<td>61</td>
<td>59</td>
<td>58</td>
<td>45</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Number of organizations, community focus</td>
<td></td>
<td>62</td>
<td>56</td>
<td>53</td>
<td>43</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Number of organizations, entertainment</td>
<td></td>
<td>63</td>
<td>46</td>
<td>40</td>
<td>52</td>
<td>39</td>
<td></td>
</tr>
<tr>
<td>Number of organizations, youth and socialization</td>
<td></td>
<td>64</td>
<td>40</td>
<td>38</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Social mobility</td>
<td></td>
<td>114</td>
<td>41</td>
<td>62</td>
<td>50</td>
<td>47</td>
<td></td>
</tr>
</tbody>
</table>

Figure 10. Correlation matrix for social participation and mobility
As shown in Table 8, the families of Group 2 had a higher mean score for the social participation indexes, were judged to be on the average somewhat more upwardly mobile socially, and had a higher socio-economic status than was true for Group 1. Families in Group 2 belonged to somewhat fewer church-related organizations as well as organizations focusing on entertainment but to more organizations focusing on the community than Group 1.

The measures of social participation, housing, psychological characteristics of the wife, and management of resources (the last two are variables of the total study) appeared to be positively related to each other. Social participation also correlated positively with the educational level of the wife and identification of religious leaders as a source of help with family problems.

For both the social participation index of the family and of the wife, the scores for the families within Group 2 represented the entire possibly range, which was zero to 16 for the family and zero to 23 for the wife. For the same variables the range for Group 1 was from zero to 12 for the family and zero to 16 for the wife.

The fact that all of the men had been employed by the company for ten to 13 years indicated that any geographic mobility of the family had been limited to a relatively small area. Any lack of social participation was probably not due to newness to the community. A random sample of employees
Table 8. Mean social participation, mobility, and status by criterion group

<table>
<thead>
<tr>
<th>Variable</th>
<th>Group 1</th>
<th>Group 2</th>
<th>Possible range</th>
</tr>
</thead>
<tbody>
<tr>
<td>33. Social participation index of family</td>
<td>4.55</td>
<td>5.15</td>
<td>0-16&lt;sup&gt;a&lt;/sup&gt;</td>
</tr>
<tr>
<td>32. Social participation index of wife</td>
<td>5.80</td>
<td>6.60</td>
<td>0-23&lt;sup&gt;a&lt;/sup&gt;</td>
</tr>
<tr>
<td>31. Number of organizations to which the family belonged</td>
<td>5.35</td>
<td>6.55</td>
<td>actual</td>
</tr>
<tr>
<td>61. Number of organizations with church focus</td>
<td>1.00</td>
<td>0.85</td>
<td>actual</td>
</tr>
<tr>
<td>62. Number of organizations with community focus</td>
<td>0.60</td>
<td>1.15</td>
<td>actual</td>
</tr>
<tr>
<td>63. Number of organizations with entertainment focus</td>
<td>0.50</td>
<td>0.30</td>
<td>actual</td>
</tr>
<tr>
<td>64. Number of organizations with youth socialization focus</td>
<td>0.70</td>
<td>0.65</td>
<td>actual</td>
</tr>
<tr>
<td>114. Social mobility&lt;sup&gt;b&lt;/sup&gt;</td>
<td>3.50</td>
<td>3.90</td>
<td>1-5&lt;sup&gt;c&lt;/sup&gt;</td>
</tr>
<tr>
<td>-- Index of Status Characteristics&lt;sup&gt;d&lt;/sup&gt;</td>
<td>63.70</td>
<td>53.55</td>
<td>12-84</td>
</tr>
</tbody>
</table>

<sup>a</sup>Actual range for this sample. A score was calculated by weighting the number of organizations, extent of participation, and offices held. Detailed instructions for calculating may be found in the Appendix.

<sup>b</sup>Judgment based on interview data

<sup>c</sup>Code: 1=downwardly mobile, 3=static, 5=upwardly mobile.

<sup>d</sup>This variable was not intercorrelated with the 116 variables of the total study. The Index of Status Characteristics was computed so that the lower the score, the higher the status of the family.

would probably vary much more in terms of geographical mobility than was true for this sample.

The number of newspaper and magazine subscriptions for the family did not correlate significantly with each other.
or cluster with other variables. The latter was more dis-

criminating among the families than the former, with the
standard deviation for number of newspaper subscriptions
being 0.91 and that for magazine subscriptions being 2.10
on the same scale. The number of newspapers taken corre-
lated positively with certain variables of the total study
including knowledge of food and nutrition by the wife. Both
the number of newspapers and magazines correlated positively
with some of the variables in management of resources, es-
pecially with knowledge and degree of use of consumer-re-
lated information.

**Attitudes toward work**

The three variables in Table 9 represent the attitudes
of the wife toward work. Although these measures were crude,
they functioned effectively in differentiating between cri-

terion group of the husband.

On the average, the wives of Group 1 said they would
not want their sons to have the same job as that of their
husbands. The average response of the wives of Group 2 on
the same question was that it would be all right for their
sons to have the same job as that of their husbands under
certain conditions. One circumstance frequently mentioned
was the interest or desire of the son. Two of the wives
in Group 1 told the interviewers that they would not like
their sons to do factory work. None of the wives of Group 2
Table 9. Means for attitudes toward work on the part of the wife by criterion group

<table>
<thead>
<tr>
<th>Variable</th>
<th>Group 1</th>
<th>Group 2</th>
<th>Possible range</th>
</tr>
</thead>
<tbody>
<tr>
<td>60. Attitude toward husband's job&lt;sup&gt;a&lt;/sup&gt;</td>
<td>0.25</td>
<td>0.85</td>
<td>0-2&lt;sup&gt;b&lt;/sup&gt;</td>
</tr>
<tr>
<td>108. Attitude toward women working</td>
<td>0.40</td>
<td>0.70</td>
<td>0-2&lt;sup&gt;b&lt;/sup&gt;</td>
</tr>
<tr>
<td>109. Number of home characteristics that wife said would influence husband on the job</td>
<td>0.70</td>
<td>1.15</td>
<td>Actual number</td>
</tr>
</tbody>
</table>

<sup>a</sup>Based on the response to the question, "Would you like for your son to have the same job that your husband has now when he grows up?"

<sup>b</sup>Code: 0=no, 1=yes under certain conditions, 2=yes.

identified factory work as the kind of work that they would not want their sons to do. The latter statements were in response to a question that preceded the one directly related to the attitude toward the husband's job.

The wives of Group 2 mentioned a greater number of home characteristics, on the average, that they believed would influence the husband on the job than was true for the wives of Group 1. Of the sample of 40 wives 16 stated that nothing would make a difference. Reasons given for this answer were that the atmosphere was totally different at work and that work was so much different from home. The remaining 24 wives listed ways in which they believed their home might influence their husbands' work on the job.
Harmony in the home, a pleasant home, things going well, and a cheerful attitude seemed important to several homemakers. If the husband were worried or nervous or had problems at home such as arguing, financial problems, illness, children not getting along, it might influence his work. Six said that a good breakfast, lunch, and a hot meal waiting when he came home were important. A well-organized, clean home was mentioned by five homemakers. Sleep and rest were mentioned by four. Another homemaker mentioned that it would help to listen to him when he talked about his work.

**Family clothing behaviors**

Means for the two criterion groups on individual items dealing with clothing behaviors are reported in Table 10. Although not all of the clothing variables were significantly related to employment criteria, the mean scores were consistently higher in the direction anticipated for the Group 2 sample. The clothing variables did not form a cluster as did the various sociological characteristics. Means for Group 2 were higher than for Group 1 on status of the stores patronized in the purchase of family clothing (the stores from which the family clothing was purchased were rated in general categories of quality and cost of merchandise by the interviewers to determine status). Group 2 was also higher on the type of clothing worn by the husband to work, the
Table 10. Means for clothing behaviors by criterion group

<table>
<thead>
<tr>
<th>Variable</th>
<th>Group 1</th>
<th>Group 2</th>
<th>Possible range</th>
</tr>
</thead>
<tbody>
<tr>
<td>40. Status of stores patronized in purchasing family clothing</td>
<td>1.65</td>
<td>2.15</td>
<td>0-3&lt;sup&gt;a&lt;/sup&gt;</td>
</tr>
<tr>
<td>Behaviors of husband</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>98. Type of clothing worn to work</td>
<td>0.10</td>
<td>0.70</td>
<td>0-1&lt;sup&gt;b&lt;/sup&gt;</td>
</tr>
<tr>
<td>97. Is clothes conscious - own clothes</td>
<td>1.40</td>
<td>1.80</td>
<td>0-2&lt;sup&gt;c&lt;/sup&gt;</td>
</tr>
<tr>
<td>96. Is clothes conscious - wife's clothes</td>
<td>1.05</td>
<td>1.35</td>
<td>0-2&lt;sup&gt;c&lt;/sup&gt;</td>
</tr>
<tr>
<td>100. Husband selects own clothes</td>
<td>1.45</td>
<td>2.00</td>
<td>0-3&lt;sup&gt;d&lt;/sup&gt;</td>
</tr>
<tr>
<td>Behaviors of wife</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>101. Would make change in personal clothes</td>
<td>1.20</td>
<td>1.60</td>
<td>0-2&lt;sup&gt;e&lt;/sup&gt;</td>
</tr>
<tr>
<td>102. Would buy $14 dress over two $7 dresses</td>
<td>0.65</td>
<td>1.10</td>
<td>0-2&lt;sup&gt;f&lt;/sup&gt;</td>
</tr>
<tr>
<td>110. Degree of use of consumer information on clothing by wife</td>
<td>2.70</td>
<td>3.40</td>
<td>1-5&lt;sup&gt;g&lt;/sup&gt;</td>
</tr>
<tr>
<td>111. Knowledge of textiles by wife</td>
<td>2.45</td>
<td>2.95</td>
<td>1-5&lt;sup&gt;g&lt;/sup&gt;</td>
</tr>
<tr>
<td>113. Wardrobe quality for wife</td>
<td>2.80</td>
<td>2.80</td>
<td>1-5&lt;sup&gt;h&lt;/sup&gt;</td>
</tr>
<tr>
<td>112. Sense of clothing adequacy</td>
<td>2.70</td>
<td>2.65</td>
<td>1-5&lt;sup&gt;i&lt;/sup&gt;</td>
</tr>
</tbody>
</table>

<sup>a</sup>Code: Mean rating for stores was used with 0=none, 1=low-priced, 2=medium-priced, and 3=high priced.

<sup>b</sup>Code: 0=jeans, 1=slacks.

<sup>c</sup>Code: 0=no, 1=some, and 2=yes.

<sup>d</sup>Code: selected by 0=gifts, 1=wife alone, 2=husband and wife, and 3=husband alone.

<sup>e</sup>Code: 0=none, 1=inability to verbalize, and 2=some.

<sup>f</sup>Code: 0=$7 ones, 1=uncertain, and 2=$14.

<sup>g</sup>Code: 1=none to 5=much.

<sup>h</sup>Code: 1=low to 5=high.

<sup>i</sup>Code: 1=dissatisfied to 5=highly satisfied.
extent to which the husband selected his own clothes, the extent to which the husband was conscious of his own clothing and that of his wife, the interest of the wife in making changes in her personal clothing, the choice of the wife in buying one 14 dollar rather than two seven dollar dresses, the degree of use of consumer information concerning clothing on the part of the wife, and the knowledge of textiles of the wife. The quality of wardrobe of the wives in the two groups was judged to be the same, although Group 2 wives were slightly less pleased with their clothing.

The type of clothing worn to work was one of the variables that varied most consistently with criterion groups in the direction anticipated. The two types of clothing were jeans and T-shirts worn mostly by Group 1 and slacks and sport shirts or matching sets of work shirts and pants worn mostly by Group 2.

The question relating to the 14 dollar or two seven dollar dresses functioned effectively in differentiating between the two criterion groups. Some of the women who chose the seven dollar dresses indicated that they did not go very many places other than home, that the greater quan-
tity would be appreciated, and that the quality would be satisfactory for around the house. The difference in income between the two groups may have provided the additional margin for clothing or, aside from income, there appeared to be a higher aspiration level for clothing and housing concerning the wives in Group 2.

The wardrobe quality of the wife correlated negatively with number of children in the family and positively with cleanliness and orderliness of the house, knowledge of textiles, and degree of use of consumer information concerning clothing. Assuming that the incomes of the 40 families were limited, apparently, the quality of wardrobe of the homemaker is contingent, in part, upon the knowledge and use of consumer information concerning clothing. The number of children may affect the amount of money the mother is able to spend for her own clothing; as well as the extent to which she stays at home and limits the variety of her contacts requiring differing types of clothing; and the importance which she places on her appearance in relation to other concerns. A relationship between appearance of the house and personal appearance of the homemaker is also indicated.

The problem of overweight on the part of the wife, a variable of the total study, correlated negatively with judgments of her sense of clothing adequacy, quality of her wardrobe, and the social mobility of the family. Overweight
on the part of the husband correlated positively with the educational level of the wife and social participation index of the family.

Several variables of the total study were significantly correlated with clothing or sociological variables. These included a cluster labelled "psychological characteristics of the wife," which was composed of individual variables describing the homemaker's self-actualization, self-esteem, ability to verbalize, ability to understand questions, and willingness to express ideas. This cluster correlated positively with educational level of the wife, the type of clothing worn by the husband to work, and the extent to which the wife reported that her husband was conscious of the clothes that she wore; and negatively with the extent to which the wife identified behaviors which would occur at work if her husband dressed differently from his fellow workers.

Other sociological variables

The mean scores for Groups 1 and 2 on the Terman Self-rating Happiness Scale were 5.40 and 4.85, respectively. The possible range concerning marital happiness was from 1.00, "very unhappy," to 7.00, "perfectly happy;" thus, the wives in Group 1 indicated that their marriages were slightly happier than the wives in Group 2. None of the wives in either group rated her marriage less than 4.00.
Relationships between Employment and Home-Environment Variables

The relationships between employment variables and home-environment variables are analyzed in two ways in this chapter; namely, the comparison of group means and the inspection of correlations between employment variables and individual home-environment variables or clusters of variables. No relationships were apparent between the employment cluster, criterion group, and any of the home environment clusters. Individual employment variables did, however, correlate with individual home-environment variables and clusters of these variables. The relationships which were identified are presented under each employment variable.

Criterion group

Criterion group correlated positively with several individual variables. These included age of father when the first child was born, status of the stores patronized, number of magazines to which the family subscribed, attitude of the wife toward the husband's job as reflected by her willingness for her son to have the same job, use of leisure time by the husband to work on the house, number of suggestions for improvements in the house made by the wife, type of clothing worn by the husband to work, the husband's selection of his own clothes, and the preference of the wife for a dress costing $14 dollars rather than two costing seven
dollars.

The individual items with which criterion group correlated appeared to reflect social status to some degree. This is reflected by the number of subscriptions to magazines, a positive attitude toward the husband's job, a desire for improving the house, a preference for higher quality of material goods, and a choice of clothing on the part of the husband consistent with his level of work, which are behaviors typical of the middle class.

**Seniority**

Seniority correlated positively with the type of clothing worn by the husband to work, attitude of the wife toward employment for women, preference of the wife for a dress worth 14 dollars, knowledge and use by the wife of clothing information for the consumers, number of suggestions for improvements in the house, the husband's selection of his own clothes, and number of newspapers to which the family subscribed. Seniority correlated negatively with number of children in the family.

Although type of clothing worn by the husband to work related to seniority as well as to several other employment variables, the data from the present study are inadequate for explaining whether the type of clothing worn is dependent upon what is worn by the other workers in similar positions or whether the type of clothing worn played a role in
advancement to higher level positions. It is possible that clothing, as a symbol capable of manipulation in portraying a desired image, reflected the image that the individual wished to convey to himself and to those in the work situation. The other variables with which seniority correlated appeared to describe a home where there was reading material and in which the homemaker used knowledge in consumer buy-manship, was alert to ways of making improvements in the home, was acceptant of employment for women, desired material goods of high quality, and had a husband who assumed such individual responsibility as selecting his own clothes.

Mobility

Relationships between mobility and home-environment variables are reported in terms of the correlations pertaining to the distance between the beginning wage group and the wage group at the time of this study. The other measure of mobility, number of successful bids upward, appeared to correlate erratically with other variables. Based on the former variable, mobility correlated positively with number of newspapers and magazines to which the family subscribed, type of clothing worn by the husband to work, and preference of the wife for a dress worth $14 dollars. Mobility correlated negatively with number of children in the family.

Mobility across wage groups correlated with variables
similar to those for seniority. Again the picture was of a wife who was knowledgeable, a family who subscribed to a number of newspapers and magazines, a husband who wore the type of clothing expected on the job, and a wife who preferred material goods of high quality.

**Absenteeism**

Absenteeism correlated positively with number of children in the family, the number of moves made by the family during the preceding five years, and the number of characteristics about the home identified by the wife that would influence the husband on the job. Absenteeism correlated negatively with quality of wardrobe owned by the wife. One type of absenteeism, absences due to illnesses, correlated negatively with the housing cluster and adequacy of money for clothing as reported by the wife.

There may be a number of explanations for the positive correlation between absenteeism and number of children. Further analysis of the types of absences in this respect may be helpful. Whether the increased absences were associated with illnesses of the children, need for caring for the children for other reasons, or taking the children to various activities is not known.

The relationship between hours of absences and number of characteristics of the home that the wife believed would influence the husband on the job supports the idea that some
of the absences have been due to problems or incidences associated with the home. This is not known from the present data. The negative correlations between absences and each of the variables, wardrobe quality and the homemaker's judgement of adequacy of money for clothing may indicate that a decrease in earnings (as would be brought about by absences) is evidenced in the reduction of money spent for the wife's clothing. This idea is further supported by the positive correlation between amount of company income and the wardrobe quality of the wife.

The more adequate the housing and the higher the scores on management of family resources (one variable of the total study), the fewer the absences due to illness tended to be. Such a relationship may be reflecting an improvement of general welfare of the family that may be associated with the ability of the wife to define her responsibilities as a co-manager of the family and, in many respects, major manager of many of the homemaking responsibilities.

Suggestions to the company

The clothing and sociological variables which correlated positively with the number of suggestions to the company were the number of magazines to which the family subscribed, number of suggestions the wife had regarding improvements for the house, and extent of structured planning for use of resources in the family (one variable of
the total study). There was a negative correlation between suggestions to the company and the husband's commenting on the clothing of the wife. The number of suggestions to the company seemed to correlate with variables that could be related to openness of communication of ideas, alertness to ways of improving existing conditions in the home, and extent of planning ahead in order to achieve goals. A person possessing these traits would probably have a "problem centered" approach to life in that he could recognize a certain situation in which a particular change would help solve the problem.

Wages

Wages from the company correlated negatively with number of children in the family. Home-environment variables with which wages correlated positively included house type, aesthetic qualities, and furnishings in repair from the housing cluster; number of suggestions for house improvement; social participation index of the family; number of newspapers to which family subscribed; and the preference of the wife for a dress worth 14 dollars over two worth seven dollars.

The additional aspect of the home environment with which wages from the company correlated, but with which other employment variables did not correlate, was the social participation index of the family. Other variables appeared
to be describing some of the same characteristics of the home that related to the preceding employment variables.

**Other employment**

Other employment is discussed in terms of its components. Income from sources other than the company correlated positively with education of the husband and house type. Both income from other sources and extent of farming correlated positively with the social participation index of the wife and housing density. Extent of farming correlated positively with the number of church-related organizations to which the family belonged. Extent of farming and number of part-time jobs correlated negatively with the husband's using leisure time to work on the house, although income from other sources correlated positively with this latter variable.

The results in relation to other employment need to be interpreted in the light of the fact that less than one-half of the employees earned over $100 from sources other than the company. One possible explanation for the positive relationship between education of the husband and income from sources other than the company is that the higher level of education qualified the man for seeking part-time employment for higher levels of part-time jobs just the same as it qualified him for higher levels of full-time jobs. Another possible explanation is that the character-
istics which contributed to his achieving higher education also contributed to his being able to locate part-time jobs that were more remunerative and to manage his resources so as to be able to earn more from these part-time jobs, possibly working a greater share of the time.

In the questionnaire for the husband, he was asked to check the category of income from the company and from other sources that most accurately described "your" income. The intent was that he report the income that he earned. It is possible that the request could have been interpreted to mean the family income and in some instances in which the wife worked part-time, some of her income may have been included. The instructions to the husband in further studies need to be clarified.

The relationship between extent of farming and the social participation index of the wife is explained in part by the number of church-related organizations in which the wives participated including serving as officers. This result suggests that extent of farming is associated with rural values including active participation in religion.

There was a negative relationship between number of part-time jobs as well as extent of farming with the husband's working on the house during his leisure time. Part of the lack of working on the house is undoubtedly associated with lack of leisure time.
CONCLUSIONS AND RECOMMENDATIONS

The sections of this chapter are organized around the three objectives of this study. The conclusions as well as recommendations for further study are based on the three methods of analysis: development of case studies, comparison of group means, and inspection of correlations between employment and home-environment variables. The findings concerning these three methods of analysis are discussed in the two preceding chapters. All of the conclusions are tentative and are intended to serve as a basis for further study.

First Objective

A number of characteristics of the home environment of skilled, semiskilled, and unskilled workers appear to be related to the employment record of the husband. Based on the intercorrelations among variables, clusters of characteristics of the home environment and employment were tentatively identified. It is recommended that procedures in further studies include the formation of clusters of related variables after data are obtained from a sample larger than the one of the present study. Major characteristics of the home environment which should be included in a future study include: (1) family aspirations pertaining to clothing, housing, and employment and education for children; (2)
quality of certain durable goods including housing, clothing worn by the employee, and clothing worn by family members; (3) the homemaker's knowledge and application of consumer information concerning clothing and textiles; (4) attitudes of the family toward the husband's job; (5) social participation of the family; (6) reading practices of the family; (7) goal-directed behaviors of the family; (8) education of the wife; (9) family composition; and (10) geographic mobility. Each home-environment variable is defined under the third objective in this chapter.

Although criterion group correlated significantly with relatively few individual variables, the fact that over 80 per cent of the group means concerning clothing and sociological variables for Group 2 were in the direction expected and many of the others were approximately the same for the two groups indicated that more relationships could be expected if the individual measures were refined, scores were obtained for clusters of items related to home environment rather than for individual items, and greater differences in employment criteria were obtained in the sample. Examples of individual measures which need refinement are the homemaker's knowledge and use of consumer information concerning clothing, wardrobe quality of the family and their sense of adequacy regarding it, work behaviors of the family, and all of the information about the husband, which was obtained indirectly through the wife. It is recommended
that the relationships identified in this study be investigated further in a survey of employees in industrial, distributive, and service types of jobs for which vocational and technical education provide training.

Second Objective

The method of defining a population and sampling employees of a cooperating company was efficient in terms of locating employees and their homes, obtaining reliable and valid data regarding employment, and gaining the cooperation of the interviewees. It is recommended that a similar procedure be used in studying employees of a number of firms.

The conducting of the interviews by a pair of interviewers is recommended for a survey designed to follow up this exploratory study. The role of a second interviewer in freeing the homemaker for a two-hour period, especially when there were preschool children to be supervised, facilitated the interviewing. This procedure also served as a check for reliability between interviewers of judgments made.

It is recommended that the husbands as well as the wives be interviewed. In this case a pair of interviewers could be used exclusively for the interviewing of the husband and wife separately. Extra time would probably need to be allowed for such interruptions as those associated
with the supervision of the play of the children. If the interviews needed to be conducted when all of the children were at home, privacy for the interviews would probably be difficult to obtain in some homes.

The homemakers were not knowledgable about some of the needed information concerning their husbands. In future studies, it would be helpful if information concerning opinions, attitudes, behaviors, and family background of the husband could be obtained directly from the husband. Assuming the company data were correct, the wives made 16 errors in age and educational level of their husbands.

Conducting a study with a cooperating company provided reliable employment data for those employees in the sample. If a study were conducted of men sampled from the general population, the reliability of employment data given by the men themselves would be subject to human errors of central tendency, those associated with recall, and sense of freedom to provide accurate information.

The researchers had questions regarding the validity of the Terman Self-rating Happiness Scale in terms of the responses received from the wives in this study. Although it would not be possible to draw definite conclusions on the basis of the present study, the responses on the marital happiness scale appeared, in some instances, to be inconsistent with other information provided by the homemaker.
Third Objective

A rationale underlying the study of relationships between home environment and employment is presented as a basis for making recommendations for future investigations. The rationale includes definitions of employment and home-environment variables suggested for further study and proposes hypotheses consistent with findings of the present study to be tested in later research.

In this section the null hypotheses were formulated because of (1) the findings of the present study and (2) the psychological knowledge available concerning the manner in which the behavior of an individual is affected by his environment. The behavior of the human organism is influenced by internal and external stimuli. The home environment and the job are major components of the latter.

An assumption basic to the hypotheses which are presented is that the environment to which a man is subjected in one aspect of his life affects his behaviors in other aspects of life. Thus, stimuli received in the environment of the home might be manifested in behaviors at work, and vice versa. Each employed member of the family would affect and be affected by the family so that the family not only influenced the behaviors of its members within the home but also on the job.
Definition of employment variables

Five dimensions of employment are proposed as criterion variables for further study. These include wage group, mobility, absenteeism, suggestions to the company, and wages. Three other variables of the present study which would tend to have a confounding effect upon the criterion variables are also discussed. These are seniority, other employment, and education of the employee.

The wage group, operationally defined, is the level of employment achieved by an individual. The numerical ratings assigned to certain types of jobs would vary from company to company; therefore, in a cross-sectional study of employees of more than one company, numerical ratings should be defined to measure particular levels of employment success in a comparable manner in all of the companies.

Mobility is the extent of employment advancement that an individual has attained from a given point in time as measured across levels of jobs. In order to meaningfully calculate mobility, the above criterion variable would have to be defined so as to provide for feasibility of measurement on the continuum of levels of employment achievement in each of the companies.

The variable, absenteeism, should identify number and duration of absences from work and the reasons for these absences. In this way, characteristics of the home environ-
ment related to particular types of absences could be more easily identified.

Suggestions made by an employee which result in a savings to the company through improved production techniques receive a monetary reward in some companies. In studies involving employees of more than one company, information should be obtained as to whether the company gives a monetary reward for suggestions which are adopted, and if so, how much money. This would help insure measurement of the same variable for all employees. Also, interpretation of the possible relationships between suggestions to the company and home-environment variables would be facilitated if, in future studies, the companies would divulge information concerning how many of a given employee's suggestions received a monetary reward and how many did not.

The wages earned by an individual are one measure of employment success. Validity of the amount of wages earned by an employee would probably be best assured if the data were obtained from the company or employer; however, since some companies consider this information confidential, a statement from the employee himself would probably be the second most valid source.

Seniority is the number of years an individual has been employed by the company. Since seniority could affect the five criterion variables defined above, holding it constant for employees in any given study would prevent sen-
iority from confounding the results on the employment variables.

Other employment includes jobs for pay in addition to that held at the companies cooperating in the study. In most cases such employment would involve part-time jobs, but in some instances, such as farming, other employment may be equivalent to a full-time job and actually represent the chosen vocation of an individual. Information concerning number and types of part-time jobs, the number of hours each job involved, and the amount of money earned would be valuable in interpreting data concerning other employment. This variable could be related to the employment criterion variables as well as home-environment variables.

Education is a characteristic of an individual which would greatly affect the five criterion variables. Holding education constant for the employees in a study would help to control the part education played in the findings related to advancement of the employees. The variable, education, should take into account years of formal schooling as well as apprenticeships or other opportunities to learn through job experience.

Definition of home-environment variables

After consideration of the findings of this research, ten major dimensions of the home environment concerning clothing behaviors and sociological characteristics are
proposed for further study. These include (1) family aspirations pertaining to clothing, housing, and employment and education for children; (2) quality of certain durable goods including housing, clothing worn by the employee, and clothing worn by the family members; (3) the homemaker's knowledge and application of consumer information concerning clothing and textiles; (4) attitude of the family toward the husband's job; (5) social participation of the family; (6) reading practices of the family members; (7) goal-directed behaviors of the family; (8) education of the wife; (9) family composition; and (10) geographic mobility. Each of the ten variables is defined in this section.

Family aspirations refer to the level of attainment a family desires concerning various aspects of their lives. Aspirations for housing might be reflected in the number and type of suggestions for improvement of the present housing stated by family members or identification of characteristics desired in a different house. Clothing aspirations might be similarly investigated by obtaining the number and type of improvements desired in a wardrobe, description of an "ideal" wardrobe, or the status of the stores that the family patronized.

In asking the occupational aspirations of parents for their children, it is recommended that age of the child be held constant so that responses are compared for children of
the same ages. The responses of parents with children ready to enter the occupational world might be different from the responses of parents whose children are infants, so that the same variable is not, in fact, being measured. Educational aspirations of parents for their children might, in part, be reflected by their choice of occupations for them. A question might be phrased to ask the desired level of education, again considering the age of the child for which the parent is responding. A review of the techniques used in other studies for measuring parental aspirations for children is also suggested.

The quality of housing and clothing worn by the employee and other family members would probably be most accurately identified through observation. A wardrobe inventory would establish the quantity and quality of family clothing.

The homemaker's knowledge and application of consumer information concerning clothing and textiles might be measured by an appropriate short test administered to the homemaker. Additional evidence of application of her knowledge could be obtained by her identification of problems or dissatisfaction with family clothing.

Attitude of the family toward the husband's job would include positive and negative feelings, recognized or unrecognized, concerning such aspects of the job as status, the amount of time it required, and its monetary limitations.
The attitude of the family might be reflected by satisfaction with the present job, desires for employment mobility, aspirations for children, or expressions of financial deprivation.

Social participation is the type, number, and extent of social contacts of the family members. Interpretation of relationships between aspects of social participation and employment variables should take into account ages of family members.

Reading practices of family members include type and quantity of reading done by them. Type and quantity of literature available in the home would be one component of this variable.

The existence of goal-directed behaviors in the home is proposed as a home-environment variable for further study. It might be characterized by "future" orientation of the family, presence of long-range goals, action-taking, and evaluation of the results.

The educational level of the wife is proposed as a characteristic of the home environment which would be related to aspects of employment success of the husband. Number of years of formal schooling as well as type and quantity of work experience might be considered.

The composition of the family is believed to be related to certain aspects of employment success. Families at different stages of the life cycle may affect particular employ-
ment characteristics of the husband and father. It is recom-
mended that a study in the future consider the family compo-
sition and stage in the family life cycle in relation to
employment characteristics.

Geographic mobility refers to house moves made by a
family in a given length of time. Information concerning
number, timing, and distance of moves should be included.

Proposal of null hypotheses

The following null hypotheses are proposed for testing.
There is no relationship between a cluster of employment
variables including wage group, mobility, wages, and sen-
iority and the following home-environment variables: quality
of housing, quality of family clothing, type of clothing worn
by the employee, knowledge of consumer information concerning
clothing and textiles on the part of the wife, attitude of
the wife toward the job of the husband, social participation
of the family, and reading practices of the family.

Additional null hypotheses are proposed for relation-
ships between certain employment criteria and home-environ-
ment characteristics. There is no relationship between
suggestions to the company and educational level of the
husband and wife and no relationship between absenteeism
and quality of housing, number of children, goal-directed
behaviors of the family, or geographic mobility.

If findings justify rejection of the null hypothesis
that no correlation exists between educational level of the wife and measures of achievement of the husband in the world of work, such a relationship could be explained in part by the relationship between general education and ability to learn to make improvements in the home environment. A further null hypothesis is that if education focused on improved home and family living is linked with higher levels of general education on the part of the wife, measures of home environment will not only show improvement, but the relationship between the education of the wife and measures of achievement of the husband in the work world will be stronger.
There is evidence supporting the need for investigating the relationships between home environment and employment criteria for the husband. Few studies have explored this concept to date. The objectives of the present study were:

1. To identify some characteristics and possibly patterns of characteristics of the home environment of skilled, semiskilled, and unskilled workers which appear to be related to employment history of the husband. The home-environment factors receiving major focus were clothing behaviors and sociological characteristics.

2. To test various methods of obtaining information.

3. To develop a rationale consistent with the findings and including hypotheses to be tested later in a more comprehensive study of relationships between employment and home environment.

This report was part of a larger study conducted by the Department of Home Economics Education at Iowa State University which investigated additional home-environment variables.

The population defined was skilled, semiskilled, and unskilled workers from one company who met the criteria for the study being conducted. Criteria for selection were that each man: (1) was married, with his wife living at home
and employed outside the home less than 20 hours per week,
(2) had a family of one or more children under the age of
18 living at home, (3) was initially employed by the company
between 1931 and 1955, and had been continuously employed
since that time, and (4) had attained a minimum of an eighth
grade education.

A sample of 40 employees of a midwestern manufactur­
ing firm in a non-metropolitan area was selected. The em­
ployees were divided into two groups based on the wage group
at the time of the study. Judgement sampling was used in
an attempt to keep the educational level of the two groups
equal and the group employment variables as different as
possible.

Employment variables selected included wage group at
the time of the study; number of successful bids upward and
mobility across wage groups; income received from the com­
pany, from other sources, and total income; number of ab­
sences, hours absent, and absence due to illness; accidents;
and number of suggestions to the company. Home environment
categories of variables included clothing behaviors and
sociological characteristics.

The data were collected from three sources: the com­
pany, interviews with the homemaker, and a questionnaire
filled out by the husband. Two home economists with train­
ing in interviewing techniques collected the data.

A letter from the company and union officials notified
selected employees prior to the beginning of the interviews. The interviewers went in pairs to the selected homes during the period beginning May 4 and ending June 14, 1966.

Three methods of analyzing the data were used. These included the development and analysis of case studies, a comparison of the two criterion groups based on the means of variables, and an examination of intercorrelations among variables for the 40 families.

The six case studies analyzed in the present study included three cases in Group 1 and three cases in Group 2. They represent the extremes in each criterion group concerning the clothing and sociological variables.

Immediately after each interview, the two professional home economists who conducted the interviews with the homemakers made independent predictions concerning the criterion group of the husband. The interviewers were correct in predicting the criterion group of four of the six cases reported. On the two cases where the interviewers made incorrect predictions, an examination of other employment data revealed that these predictions were consistent with the level of job performance of the husband concerning employment variables other than criterion group and wage group.

The analyses of the six case studies disclosed that certain home-environment characteristics accompanied high achievement of the husband on the job as measured by achieve-
ment on three or more of the five employment variables recommended for further study (wage group, mobility, absenteeism, suggestions to the company, and wages). The characteristics of the home environment that were exhibited to a high degree and which accompanied three or more measures of high job performance were: quality of housing; neatness and cleanliness of the house; quality of clothing owned by the homemaker; knowledge of the homemaker concerning clothing and textile information; social participation of the family; goal-directed behaviors of the family, sharing of common goals, and future orientation; and recognition by the homemaker of her personal strengths and limitations.

The environmental characteristics which accompanied low achievement on three or more of the employment variables included low performance on all the home-environment variables listed above. Additional characteristics of the homemakers which were identified were defensiveness and lack of industriousness.

The means for Group 2 were higher on upward mobility of wage groups, annual wages, and number of suggestions submitted to the company. Number of absences and part-time jobs were similar for Groups 1 and 2 and seniority for the men in Group 2 was somewhat higher. Criterion Group 2 had higher means on 80 per cent of the home-environment variables than did Group 1.
The employment variables of criterion group or wage group at the time of the study, mobility, wages, and seniority were positively related to the number of suggestions for house improvement, type of clothing worn by the man to work, and preference of the wife for a 14 dollar dress over two dresses costing seven dollars each. One or more of the above employment variables was related positively to knowledge of textiles and clothing by the wife, the housing cluster, quality of the wardrobe of the wife, extent to which the husband selected his own clothing, attitude of the wife toward the job of the husband, and social participation index of the family. Suggestions to the company correlated positively with the number of suggestions for house improvement. Number of children in the family and geographic mobility of the family correlated negatively with absenteeism. Absences due to illness correlated negatively with the housing cluster.

The method of defining a population and sampling employees of a cooperating company was efficient. The conducting of the interviews by a pair of interviewers proved to be advantageous.

It is recommended that the relationships identified in this study be investigated further in a survey of employees in industrial, distributive, and service kinds of jobs for which vocational and technical education provide training. A number of the measures of the variables need to be
refined in order to provide for increased reliability. It is further recommended that the methods used in defining a population and in conducting the interviews be used in a follow-up survey. Consideration should be given to interviewing the husband as well as the wife. A rationale is presented which includes a definition of each employment and home-environment variable proposed for further study and hypotheses for further testing are suggested.
LITERATURE CITED


18. Liston, Margaret. Family resources study. Unpublished dittoed instrument developed through the Iowa Agricultural and Home Economics Experiment Station, Project 1600.B. Ames, Iowa, Department of Home Management, Iowa State University of Science and Technology. 1966.


ACKNOWLEDGMENTS

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The investigator is grateful to Dr. Marguerite Scruggs for her encouraging guidance throughout the investigation.
and to her husband, Wallace W. Souder, who typed the rough draft and final manuscript.
APPENDIX A. COMPANY INFORMATION SHEET

1. NAME__________________________  2. ADDRESS__________________________

3. DATE OF BIRTH__________________  Month  Day  Year

4. MARRIED__________  Yes  No  

5. EDUCATIONAL LEVEL - 1 2 3 4 5 6 7 8 9 10 11 12 ___

6. INITIAL EMPLOYMENT:  Date of Hire -  Month  Day  Year
   Job Title:__________________________
   Wage Group:________________________
   General Description of Duties:________________________

7. PRESENT EMPLOYMENT:  Rate of Pay: $_______ $_______
   Incentive  Hourly
   Job Title:__________________________
   Wage Group:________________________
   General Description of Duties:________________________

8. NUMBER OF ABSENCES IN EACH CATEGORY IN 1965:

9. NUMBER OF ACCIDENTS DURING 1965:________

10. KINDS OF ACCIDENTS DURING 1965:______________________________

11. MOBILITY ACROSS WORK LEVELS (number of moves upward)____

12. NUMBER OF SUGGESTIONS MADE TO THE COMPANY:_______________

13. REMARKS:____________________________________________________
APPENDIX B. EXCERPTS FROM THE INTERVIEW SCHEDULE PERTAINING TO CLOTHING AND SOCIOLOGICAL CHARACTERISTICS
We are homemaking teachers and interested in visiting with you about your homemaking, what things you have found good for your family and what ways of doing things you think not so good. Up to now, many studies have been made about farm families and families in large cities, but no studies have been made about the homemaking problems of the wives of working men in small towns. In order to make our classes with adults and high school students more practical, we need to know the beliefs and practices of the wives of the working man. We'd like to talk to you to get your help. Everything you tell us will be confidential.

FAMILY

1. Are you Mrs. (name will not be written on the interview schedule) (If not, do you know where we could locate her?)

2. What is the composition of your family?

   Husband  Wife  Sons  Daughters  Other

3. May we have the following information about your family?

<table>
<thead>
<tr>
<th>Relationship</th>
<th>Year of birth</th>
<th>Last grade completed</th>
<th>School now attending</th>
</tr>
</thead>
<tbody>
<tr>
<td>Father</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Mother</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Son</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Daughter</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Other</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
4. What are the occupations of the family members? (Fill in job in appropriate blank.)

a. Husband ____________ Full-time
    ____________ Part-time

b. Wife ____________ Full-time
    ____________ Part-time

Does he work a shift? Yes ___ No ___
If so, what shift? ____________

Do you work a shift? Yes ___ No ___
If so, what shift? ____________

c. Daughter ____________ Full-time
    ____________ Part-time
d. Son ____________ Full-time
    ____________ Part-time
e. Daughter ____________ Full-time
    ____________ Part-time
f. Son ____________ Full-time
    ____________ Part-time
f. Other ____________ Full-time
    ____________ Part-time
g. Other ____________ Full-time

5. What job did your father have when he was about 45 years old? (If father was deceased before that age, ask for last job. If farmer, get size of farm in acres.)

What was his last grade in school?

What was your mother's last grade in school?

6. What job did your husband's father have when he was about 45 years old? (If father was deceased before that age, ask for last job. If farmer, get size of farm in acres.)

What was his father's last grade in school?

What was his mother's last grade in school?

CLOTHING ITEMS

7. As you think of all the clothes you have, would you say you like them?

Why or why not?
8. Do you have a favorite dress?
   What type of dress is it?
   Why do you like it best?
   Does your husband like it, too?
   Do you think other people like it?
   Why?
   Where did you get it?

9. Do you have any dress you dislike?
   What type of dress is it?
   Why don't you like it?
   Does your husband dislike it, too?
   Do you think other people like it? Why?
   How often do you wear it?
   Why did you select it in the first place?
   Where did you get it?

10. What do you like to wear around the house when you are home doing the housework?

11. Of this type of clothing, do you have one garment you like better than the others?
    Why do you like it?

12. Does your husband comment on what you wear or how you look around the house?

13. Is he clothes-conscious about what you wear?
    Is he clothes-conscious about his own clothes?
14. What does your husband wear to work?

Why?

15. Are you pleased that your husband wears what he does on his job?

Why or why not?

16. What do you think would happen if your husband's clothes were different from those of his fellow workers?

Better?

Worse?

17. What do you think is most important to your husband in the clothes he wears to work?

At home?

18. In which of the following ways have you obtained clothing in the last year and for which persons in your family?

Buy new
Buy used
Construct at home
Gifts
Exchange for other clothes
Handed down
Remake from used clothes
Inherit
Rent
Provided by employer

19. Where do you usually get the clothes you buy new?
20. Can you think of any item of clothing you have bought in the last year that you liked at the time you bought it and after it was used several times you did not like it?

If yes, what was it?

Why don't you like it now?

21. Who selects the outer clothing (such as dresses, skirts, blouses, trousers, shirts) for the various family members?

<table>
<thead>
<tr>
<th>Person</th>
<th>Self</th>
<th>Mother</th>
<th>Father or Father</th>
<th>Entire family</th>
<th>Friend</th>
<th>Other</th>
</tr>
</thead>
<tbody>
<tr>
<td>Father</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Mother</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Oldest son</td>
<td></td>
<td></td>
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<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Youngest son</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Oldest daughter</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Youngest daughter</td>
<td></td>
<td></td>
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<td></td>
</tr>
</tbody>
</table>

22. If you could make any changes in the kind of clothes you have, what would they be?

23. For what occasions are you most interested in being well dressed?

24. Do you ever particularly notice the labels or tags on the clothing you buy?

25. If so, does the information given on them ever help you?

   How?

26. Do you ever wish you had more information before buying a particular clothing item?

   Is there particular information you like to have before buying a garment?

   What kind of information?
27. How do you arrange to have your family's clothing purchases paid for?
   __ With cash    __ Lay-away-plan
   __ By check     __ Buy on time
   __ Charge account __ Other ________________________

28. Is a record kept of how much you spend for clothing? Yes ___ No ___

29. Do you know approximately how much it costs to clothe your family? Yes ___ No ___
   If yes, how much?________

30. Do certain family members keep a clothing budget? Yes ___ No ___
   If yes, who?
   Do you know how much they spend individually? Yes ___ No ___
   If yes, how much? ______

31. If you had $14.00 to spend on a dress, would you rather buy one $14 or two $7 ones?
   Why?

32. Do you think you have enough money to provide all the clothes you need for your various activities?
   If not, what type of clothing is inadequate?

33. If it were possible to have only one member of your family appear well dressed, who do you think it should be? Why?

   Who should be next in line? Why?

34. Do you feel that anyone in your family should have a greater share of the family money used for his or her clothes than is now being spent? If so who?

35. Do you feel that anyone in your family should have a smaller share of the family money used for his or her clothes than is now being used? If so, who?
42. How do you meet expenses of illness?
   ___ Save for such an emergency
   ___ Take care of it when it comes
   ___ Carry health insurance
   ___ Accident insurance
   ___ Hospitalization insurance
   ___ Others ____________________________

43. Are there items in your household other than your house that you are paying for by charge account or on time? Yes ___ No ___
   List ____________________________ Date of purchase ____________________________

44. What do you think children should do with the money they earn?
   Preschool ____________________________ Elementary School ____________________________ High School ____________________________

45. If you were to have an unexpected $100 bonus, what would you do with it?

46. Suppose you didn’t have quite enough money to spend. What would be the first five things you would cut down on. (Show card #2. Record choices.)
   Newspapers, books, magazine subscriptions
   Food
   Utilities—heat, lighting, water, etc.
   Grooming—toilet articles, cosmetics
   Contributions to church or charity
   Clothing
   Payments on lay-aways or charge accounts
   Entertainment
   House rent or payments
   Other (specify) ____________________________
47. What responsibilities do the different members have for caring for their own clothes and those of the rest of the family?

<table>
<thead>
<tr>
<th></th>
<th>Father</th>
<th>Mother</th>
<th>Daughters</th>
<th>Sons</th>
<th>Others</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Self</td>
<td>Other</td>
<td>Self</td>
<td>Other</td>
<td>Others</td>
</tr>
<tr>
<td>Hanging up clothes</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Cleaning shoes</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Sewing on buttons</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Hand washing</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Machine laundry</td>
<td></td>
<td></td>
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<td></td>
<td></td>
</tr>
<tr>
<td>Ironing or pressing</td>
<td></td>
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<td></td>
<td></td>
</tr>
<tr>
<td>Cleaning and arranging drawers</td>
<td></td>
<td></td>
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</tr>
</tbody>
</table>

48. Who follows through to see that these jobs are done?

What do you do if the jobs are neglected?

49. If there are young children in the family, does the father ever help dress them?
   Yes ___ No ___ Who does?

FOOD FOR THE FAMILY

Record of Food Intake for Wife for 24 Hours:

50. What was the last food that you have eaten?

51. Do you recall at what time you ate this food?

52. What did you eat earlier in the day?

53. Do you recall at what time and how much? (Continue food intake record for past 24 hours asking about cream in coffee, butter and jelly on toast, cream on cereal, servings of vegetables and meat.)
115. Are there work habits you feel are important for yourself? Yes ___ No ___
If yes, what?

116. Are there work habits you feel are important for children to develop? Yes ___ No ___
If yes, what?

117. Are there responsibilities in the family your husband always carries? What?

118. Are there certain responsibilities in the family you always carry? What?

119. Fathers sometime help with things around the house. Which of the following would your husband help you to accomplish?

- ___ Do dishes
- ___ Prepare food when necessary
- ___ Help clear the table
- ___ Take care of children
- ___ Make coffee for company
- ___ Make coffee for breakfast
- ___ Other________________________

120. Some people believe that women should work outside the home and others do not. What do you believe? Why?

121. If a mother has a job outside the home, do you think the father should help with things around the house? Yes ___ No ___
If yes, what?

122. What kinds of troubles do your children tend to talk over with you?

123. What kinds of troubles do your children tend to talk over with their father?

125. If children question the thinking of their parents, what will happen?

126. Are there some kinds of disagreements that come up in a family that you think cannot be settled by a discussion? Yes ___ No ___
If so, what would they be?

127. What do you think is the most effective way of disciplining your children?
128. As you think of everything about the home, what are the things you think might make the most difference to your husband’s work on the job?

129. What kinds of problems do you and your husband tend to talk over with each other?

130. On the scale line below would you mind checking the dot which best describes the degree of happiness, everything considered, of your present marriage. The middle point, "happy," represents the degree of happiness which most people get from marriage, and the scale gradually ranges on one side to those few who experience extreme joy in marriage and on the other to those few who are very unhappy in marriage. (Show card #5.)

Very unhappy  Happy  Perfectly happy

131. If you could choose a job for your daughter, what would you like her to do when she grows up?

Why?

What would you definitely not want her to do?

Why?

132. If you could choose a job for your son, what would you like him to do when he grows up?

Why?

What would you definitely not want him to do?

Why?

133. Would you like for your son to have the same job that your husband has now when he grows up?

134. Have you helped your sons or daughters choose a job? Yes ___ No ___

If yes, what was it?
FAMILY ACTIVITIES

135. What are the groups or organizations the various members of your family belong to?

<table>
<thead>
<tr>
<th>Family member</th>
<th>Organization</th>
<th>Frequency of meetings</th>
<th>Attendance (Al, Sm, Nv)</th>
<th>Offices held</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
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</tbody>
</table>

136. Do you have some time for the things you think are fun? Yes ___ No ___

List activities between various family members.

<table>
<thead>
<tr>
<th>Husband, wife and children</th>
<th>Husband and wife</th>
<th>Husband and children</th>
<th>Wife and children</th>
</tr>
</thead>
<tbody>
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<td></td>
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</tr>
</tbody>
</table>

137. Do you subscribe to any newspapers or magazines? Yes ___ No ___

If so, which ones?

138. How often were you able to find time to read this last month?

What did you read?

139. How does your husband usually spend his time when he is not working on the job?

140. If there are things you try to do before your husband's return from work, what are these things?

HOUSING

141. Location __________________________________________________________________ Number of rooms __________

Bathroom ___ Indoor water ___ Type of heating __________
142. How long have you lived in this house?

143. Does your house meet your needs better now than when you moved in? Yes ___ No ___
   In what specific ways?

144. Do you have any difficulty getting the improvements you need made?

145. What things would you insist on having in a different house?

146. Where else have you lived within the last five years?

<table>
<thead>
<tr>
<th>Place</th>
<th>For how long</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
</tr>
</tbody>
</table>

147. Do you have a sewing machine? Yes ___ No ___

148. Who in your family does home sewing?

149. What method of laundering do you use?
   Home laundry - Automatic ___
   Conventional ___
   Laundromat ___
   Send to commercial laundry ___
   Do some at home, some outside home ___
   Other ___________________________
150. Do you own a washing machine? Yes ___ No ___
   Automatic ___ Conventional ___

151. Do you own a clothes dryer? Yes ___ No ___
   Gas ___ Electric ___

152. Do you own an iron? Yes ___ No ___
   Dry iron ___ Steam iron ___ Spray-steam iron ___

153. Do you own a deep freezer? Yes ___ No ___

GOALS

154. A person of your age and experience often has a number of important things you are working toward—things you want to do, for example, things you would like to do in your own personal life, your household, your family and your community.

   a. As you see it now, what things seem to be the most important in your life?

   b. What are the most important things you have made the most progress in in the past year?

155. As you think about the questions we have asked, are there any that you did not want to answer or that you think other women may not want to answer?

   If so, which ones?
APPENDIX C. QUESTIONNAIRE FOR HUSBAND

Information needed from the husband:

Helping teenage students to realize that families must not spend more than their fathers earn is of importance to us. To help our students to learn to budget incomes in a practical way, we need to know the approximate income for people in this area. Would you check the following bracket in each of items a. and b. that most accurately describes your 1965 income.

a. Total gross income from the company (including bonus) (Check one)

   ____ Under $3,999
   ____ $4,000-$5,499
   ____ $5,500-$6,999
   ____ $7,000-$8,499
   ____ $8,500-$9,999
   ____ Over $10,000

b. Income from other sources (Check one)

   ____ None or less than $100
   ____ $100-$999
   ____ $1,000-$1,999
   ____ $2,000-$2,999
   ____ $3,000-$3,999
   ____ Over $4,000
APPENDIX D. LETTER FROM OFFICIALS OF THE COMPANY AND OF THE
UNION MAILED TO THE SELECTED EMPLOYEES

April 29, 1966

Mr. __________
Street Address
City, State

Dear Mr. __________:

Your company and union have been asked to assist with a research project being conducted by the Home Economics Department of Iowa State University in connection with the U. S. Office of Education. This project is part of a major program of research and development of vocational and technical education. The contact was made with the ________ Company and the ________ union local due to our longstanding mutual interest in people and their improvement.

It is believed that this research is important and the offer was made to cooperate. However, the success of this study will depend on you. You were selected as one of the families to be contacted during the study and your participation is encouraged. Since it would be impossible to interview all employees and their families, it was necessary to select a proper sample of employees. Due to your length of service with the Company, your family status and some other factors, you are asked to help.

This study deals with the homemaking practices in families of workers employed in various manufacturing classifications in industry. The results of the study will be used as a basis for planning the adult education courses and high school homemaking courses as well as courses at the college level. The results may be of direct benefit to you and your family.

Mrs. Pollie Malone, Mrs. Mary Fern Souder, and Miss Marguerite Scruggs are the members of the Home Economics Education Department staff at Iowa State University who are working on this project. One or two of them will call at your home some day during the next few months and hope to visit with your wife about her homemaking activities. They will also leave a brief questionnaire which they hope that you will
complete. You may be assured that all the answers given and your participation in this project will be strictly confidential and no one within the union or the Company will ever see your answers. Furthermore your answers will not have any effect upon your relation with the union or your employment with the Company.

_________ Company  ___________ Union Local

by: _______________  by: _______________

Vice President,  President
Personnel
## APPENDIX E. INTERVIEWERS' CHECK LIST CONCERNING CLOTHING AND SOCIOLOGICAL VARIABLES

<table>
<thead>
<tr>
<th>Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>Interview Number</td>
</tr>
<tr>
<td>First Call</td>
</tr>
<tr>
<td>Second Call</td>
</tr>
<tr>
<td>Third Call</td>
</tr>
</tbody>
</table>

### Judgment Evidence

#### I. Housing

**A. House**

<table>
<thead>
<tr>
<th>1. Type</th>
<th>1. Excellent house</th>
</tr>
</thead>
<tbody>
<tr>
<td>2. Very good house</td>
<td></td>
</tr>
<tr>
<td>3. Good house</td>
<td></td>
</tr>
<tr>
<td>4. Average house</td>
<td></td>
</tr>
<tr>
<td>5. Fair house</td>
<td></td>
</tr>
<tr>
<td>6. Poor house</td>
<td></td>
</tr>
<tr>
<td>7. Very poor house</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>2. Size Stories</th>
<th>Small</th>
<th>Medium</th>
<th>Large</th>
</tr>
</thead>
</table>

<table>
<thead>
<tr>
<th>3. Condition</th>
<th>Good</th>
<th>Medium</th>
<th>Poor</th>
</tr>
</thead>
</table>

**a. Interior**

<table>
<thead>
<tr>
<th>1. Cleanliness</th>
</tr>
</thead>
</table>

<table>
<thead>
<tr>
<th>2. Orderliness</th>
</tr>
</thead>
</table>

<table>
<thead>
<tr>
<th>3. Attempt to create aesthetic qualities</th>
</tr>
</thead>
</table>

<table>
<thead>
<tr>
<th>4. Furnishings in repair</th>
</tr>
</thead>
</table>
5. Essential furnishings

b. Exterior (house and grounds)

E. Dwelling Area (neighborhood)

1. Urban

   a. Very high; estates, very prestigious localities

   b. High; the better suburbs and apartment house areas, houses with spacious yards, etc.

   c. Above average; areas all residential, larger than average space around houses; apartments in good condition, etc.

   d. Average; residential neighborhoods, no deterioration in the area

   e. Below average; area not quite holding its own, beginning to deteriorate, business entering, etc.

   f. Low; considerably deteriorated, run-downs and semi-slum

   g. Very low; slum
<table>
<thead>
<tr>
<th>II. Clothing</th>
</tr>
</thead>
<tbody>
<tr>
<td>A. Knowledge</td>
</tr>
<tr>
<td>1. How to use clothing to achieve goals</td>
</tr>
<tr>
<td>2. Textiles</td>
</tr>
<tr>
<td>3. Consumer information or labeling</td>
</tr>
<tr>
<td>B. Is homemaker concerned about effect of clothing on others?</td>
</tr>
<tr>
<td>C. Importance of clothes to homemaker</td>
</tr>
<tr>
<td>D. For what audience does homemaker dress?</td>
</tr>
<tr>
<td>E. Values of homemaker as reflected in clothing</td>
</tr>
<tr>
<td>V. What would be your estimate of the success of this man on the job?</td>
</tr>
<tr>
<td></td>
</tr>
</tbody>
</table>
VII. Other observations such as number of children present, attitude toward children, physical care of children, presence of other people as neighbors, husband, etc.

VIII. Evidence of Social Mobility
After reviewing the responses on the interview schedule, the two supplementary dictations, and the two check lists, please give your evaluation to the following variables by circling the dot on the continuum which you think most accurately describes the case you are evaluating. After making the appropriate ratings on the continuum, cite data in the right hand column which seem to be supporting evidence for your evaluation. Rather than extensively writing the evidence out in full, it may be preferable in some cases to state the page number and paragraph or item numbers under which the supporting evidence is found. All responses on the interview schedule which appear in parentheses were not responses of the homemaker, but were suggested to her after waiting for some time for a reply from her. If you are unable to make a judgment, do not circle any response and give your reason in the right hand column.

Variables to be rated

Clothing:

1. Degree to which homemaker uses consumer information in clothing selection. A large part of the evidence for this evaluation can be found from responses given on items 20, 24, and 25.

<table>
<thead>
<tr>
<th>None</th>
<th>Sometimes; notices labels but not very explicit about how they help her.</th>
<th>Almost always; emphatic in her consciousness of labeling and its use.</th>
</tr>
</thead>
</table>

Case Number______
Judge___________
Date___________
2. Extent of knowledge displayed by the homemaker concerning consumer information in clothing buymanship. A large part of the evidence for this evaluation can be found from responses given on items 20, 24, and 25.

| None | Referred to one or two low level concepts of consumer information. | Displayed real insight into higher level concepts of textiles, labeling, or consumer buymanship. |

3. Sense of clothing adequacy-deprivation reported by the homemaker. (Definition: Degree to which the homemaker reported she was satisfied or pleased with her wardrobe.) Specific items on the interview schedule which might give insight into this dimension are numbers 7-12, 18-20, and 32-35. Circle the appropriate response below.

| Reported or implied dissatisfaction with wardrobe. | Reported moderate acceptability of or contentment with her wardrobe in light of other family needs. | Reported highly adequate wardrobe. |
4. Actual quality of the wardrobe of the homemaker which the interviewers were able to observe. (Definition: Degree to which the clothing of the homemaker seems to meet the following criteria: a. balanced wardrobe b. good fit c. attractive and becoming d. good repair and condition e. good durability, wearing qualities f. contains variety.)

In some cases judgments will have to be made solely on the basis of garments worn during the interview. In other cases, the homemaker has given more detailed description of her entire wardrobe and may even have exhibited some articles of clothing to the interviewers.

<table>
<thead>
<tr>
<th>Is very low</th>
<th>Possesses</th>
<th>Possesses almost all of</th>
</tr>
</thead>
<tbody>
<tr>
<td>on almost</td>
<td>three or more</td>
<td>of the above</td>
</tr>
<tr>
<td>all of the</td>
<td>of the above</td>
<td>the above criteria</td>
</tr>
<tr>
<td>above criteria</td>
<td>criteria to</td>
<td>to a high degree</td>
</tr>
<tr>
<td></td>
<td>some degree.</td>
<td></td>
</tr>
</tbody>
</table>

Social Mobility:

5. Evidence of social mobility and direction indicated. (Definition: The extent to which the family seems to be in social class transition or the exhibited aspirations indicating a desire for mobility.) Evidence of this type might be revealed in a desire for change in such aspects of life as better education for children, better housing, better clothing, or better job. Other indications might be exhibited in family activities concerned with acquiring goods or characteristics associated with a particular social class. Lack of evidence for either upward or downward mobility may indicate a static situation.

<table>
<thead>
<tr>
<th>Downward mobility</th>
<th>Static</th>
<th>Upward mobility</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
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<td></td>
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<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
APPENDIX G. CODING PLAN

<table>
<thead>
<tr>
<th>Variable Number</th>
<th>Explanation of Variables Reported</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>The group number was defined as follows: The upper criterion group was Group 2, consisting of men in wage groups 7, 8, 9, 10, and 11 at the time of the study, and the lower criterion group was Group 1, consisting of men in wage groups 1, 2, and 3 at the time of the study. There were 11 wage groups and they were coded so that 1 represented the lowest, 11 the highest wage group.</td>
</tr>
<tr>
<td>2</td>
<td>Beginning wage group was the wage group in which the man was placed when he began work for the company.</td>
</tr>
<tr>
<td>3</td>
<td>Wage group at the time of the study is explained under variable one.</td>
</tr>
<tr>
<td>4</td>
<td>Mobility distance was the distance across wage groups that a man had moved. It was the number of wage groups between where he started and where he was at the time of the study. The possible range was 0-10.</td>
</tr>
</tbody>
</table>
| 5               | Number of successful bids upward was the number of bids for advancement the man made and was awarded. A man had the opportunity to bid for a new job in which there was a vacancy. A successful bid meant he obtained the job; however, involuntary downgrading
<table>
<thead>
<tr>
<th>Variable Number</th>
<th>Explanation of Variables Reported</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>might later have moved him back to his previous job or lower. Also, a man could ask to be downgraded to a less difficult job. Thus, a man might have made several successful bids upward and still not necessarily be in a higher wage group than when he began.</td>
</tr>
<tr>
<td>6</td>
<td>Company income was divided into six categories and coded in the following manner:</td>
</tr>
<tr>
<td></td>
<td>1 - under $3,999</td>
</tr>
<tr>
<td></td>
<td>2 - $4,000-$5,499</td>
</tr>
<tr>
<td></td>
<td>3 - $5,500-$6,999</td>
</tr>
<tr>
<td></td>
<td>4 - $7,000-$8,499</td>
</tr>
<tr>
<td></td>
<td>5 - $8,500-$9,999</td>
</tr>
<tr>
<td></td>
<td>6 - over $10,000</td>
</tr>
<tr>
<td>7</td>
<td>Other income was divided into six categories and coded in the following manner:</td>
</tr>
<tr>
<td></td>
<td>1 - none or less than $100</td>
</tr>
<tr>
<td></td>
<td>2 - $100-$999</td>
</tr>
<tr>
<td></td>
<td>3 - $1,000-$1,999</td>
</tr>
<tr>
<td></td>
<td>4 - $2,000-$2,999</td>
</tr>
<tr>
<td></td>
<td>5 - $3,000-$3,999</td>
</tr>
<tr>
<td></td>
<td>6 - over $4,000</td>
</tr>
<tr>
<td>8</td>
<td>Number of absences was coded as actual number of absences in 1965.</td>
</tr>
<tr>
<td>Variable Number</td>
<td>Explanation of Variables Reported</td>
</tr>
<tr>
<td>-----------------</td>
<td>---------------------------------</td>
</tr>
<tr>
<td>9</td>
<td>Total hours absent was coded as actual hours absent during 1965.</td>
</tr>
<tr>
<td>10</td>
<td>Absence due to illness was coded as actual hours absent because of illness in 1965.</td>
</tr>
<tr>
<td>11</td>
<td>Number of suggestions was coded as actual number of suggestions made to the company since date of hire. This included both those for which the employee received remuneration and those for which he did not.</td>
</tr>
<tr>
<td>12</td>
<td>Actual age of the husband was coded in years.</td>
</tr>
<tr>
<td>13</td>
<td>Actual age of the wife was coded in years.</td>
</tr>
<tr>
<td>14</td>
<td>Actual number of pre-school children was coded.</td>
</tr>
<tr>
<td>15</td>
<td>Actual number of elementary school children was coded.</td>
</tr>
<tr>
<td>16</td>
<td>Actual number of high school children was coded.</td>
</tr>
<tr>
<td>18</td>
<td>Actual number of children at home was coded.</td>
</tr>
<tr>
<td>20</td>
<td>Actual total number of children was coded.</td>
</tr>
<tr>
<td>21</td>
<td>Actual age of husband when the first child was born was coded in years.</td>
</tr>
<tr>
<td>22</td>
<td>Actual age of wife when the first child was born was coded in years.</td>
</tr>
<tr>
<td>23</td>
<td>Educational level of husband was recorded as years of school completed and ranged from 8 to 12.</td>
</tr>
<tr>
<td>24</td>
<td>Educational level of wife was recorded as years of school completed and ranged from 8 to 15.</td>
</tr>
<tr>
<td>Variable Number</td>
<td>Explanation of Variables Reported</td>
</tr>
<tr>
<td>-----------------</td>
<td>----------------------------------</td>
</tr>
<tr>
<td>25</td>
<td>Actual number of part-time jobs held by the husband was coded with the range from 0-3.</td>
</tr>
<tr>
<td>26</td>
<td>Extent of farming was coded as follows: 0=none, 1=15 acres or livestock, 2=109 or 150 acres, 3=240 or 360 acres.</td>
</tr>
<tr>
<td>27</td>
<td>A definition of house type developed by Warner (30, p. 149-150) was revised and coded as follows:</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Score</th>
<th>Type</th>
</tr>
</thead>
<tbody>
<tr>
<td>7</td>
<td>Excellent house: large, single family dwelling, good repair, landscaped, element of ostentation, interiors expensively finished.</td>
</tr>
<tr>
<td>6</td>
<td>Very good house: not quite as large as the previous. Still larger than utility demands. Less pretentious.</td>
</tr>
<tr>
<td>5</td>
<td>Good house: only slightly larger than utility demands. More conventional than the previous two.</td>
</tr>
<tr>
<td>4</td>
<td>Average house: well kept, conventional, mowed lawns, interiors appropriately furnished, aesthetics pleasing, essential furnishings present and in good condition.</td>
</tr>
<tr>
<td>3</td>
<td>Fair house: smaller, rectangular frame house, small lawn. Furnishings not expensive, but not deteriorated. May slightly need paint.</td>
</tr>
</tbody>
</table>
Variable Number

Explanations of Variables Reported

2 Poor house: category determined more by condition than size. Badly run-down but could be repaired. Interiors and exteriors need repair and are aesthetically unattractive. Not usually neat and clean.

1 Very poor house: has deteriorated so far that it cannot be repaired. Considered unhealthy and unsafe. May be a building not originally intended for dwelling. Halls and yards littered with junk. May have extremely bad odor. Frequently little furniture and in poor repair. Cleanliness and neatness at low level.

28 Evaluation of neighborhood was based on a scale developed by Warner (30, p. 123) for urban locations with direction of scoring reversed.

<table>
<thead>
<tr>
<th>Score</th>
<th>Type</th>
</tr>
</thead>
<tbody>
<tr>
<td>7</td>
<td>Very high: estate, very prestigious localities.</td>
</tr>
<tr>
<td>6</td>
<td>High: the better suburbs and apartment house areas. Houses with spacious yards.</td>
</tr>
<tr>
<td>5</td>
<td>Above average: areas all residential, larger than average space around houses. Houses in good condition.</td>
</tr>
<tr>
<td>Variable Number</td>
<td>Explanation of Variables Reported</td>
</tr>
<tr>
<td>----------------</td>
<td>----------------------------------</td>
</tr>
<tr>
<td>4</td>
<td>Average: residential areas. No deterioration in area.</td>
</tr>
<tr>
<td>3</td>
<td>Below average: not quite holding its own, business entering.</td>
</tr>
<tr>
<td>2</td>
<td>Low: considerable deterioration, run-down.</td>
</tr>
<tr>
<td>1</td>
<td>Very low: slum</td>
</tr>
</tbody>
</table>

Farm homes: surrounding buildings and farm were rated comparable to the above system.

29 Housing density was the number of persons per room. The scores ranged from 0.7-3.6.

30 Number of moves was actual number of house moves in the last five years.

31 Number of organizations of the entire family was the sum of organizations in which the husband, wife, and children participated.

32 Social participation index of the wife was scored by weighting extent of participation in the following manner:

Number of organizations always attended \( x_3 = \) .
Number of organizations sometimes attended \( x_2 = \) .
Number of organizations never attended \( x_1 = \) .
Total offices held \( x_3 = \) .
Social participation index total \( \) .
<table>
<thead>
<tr>
<th>Variable Number</th>
<th>Explanation of Variables Reported</th>
</tr>
</thead>
<tbody>
<tr>
<td>33</td>
<td>The social participation index of the family was calculated in the same manner as the preceding variable for each family member over six years of age and an average of the indexes was used.</td>
</tr>
<tr>
<td>34</td>
<td>House cleanliness was coded 0=poor, 1=medium, 2=good. This was a judgment made by the interviewers.</td>
</tr>
<tr>
<td>35</td>
<td>House orderliness was coded and judged as 34.</td>
</tr>
<tr>
<td>37</td>
<td>Aesthetic quality of the house was coded and judged as 34.</td>
</tr>
<tr>
<td>38</td>
<td>Whether furnishings were in repair was coded and judged as 34.</td>
</tr>
<tr>
<td>39</td>
<td>Presence of essential furnishings was coded and judged as 34.</td>
</tr>
<tr>
<td>40</td>
<td>To determine status of stores patronized all of the stores that the family patronized were listed, then categorized and coded as follows: 0=none, 1=low priced, 2=medium priced, 3=high priced. The mean score of stores patronized was used.</td>
</tr>
<tr>
<td>46</td>
<td>Number of newspapers to which the family subscribed was recorded as actual number.</td>
</tr>
<tr>
<td>47</td>
<td>Number of magazines to which the family subscribed was recorded as the actual number.</td>
</tr>
<tr>
<td>48</td>
<td>To measure marital happiness homemakers were asked to check on a seven point scale similar to that</td>
</tr>
</tbody>
</table>
developed by Terman the degree of happiness of their present marriage. The scale is reported in Locke (19, p. 65).

1 2 3 4 5 6 7

very unhappy happy perfectly happy

50 The item "Does house meet your needs better now than when you moved in?" was coded 0=no, 1=yes.

51 The item "Do you have any difficulty in getting the improvements you need made?" was coded 0=no, 1=yes.

60 The item "Would you like for your son to have the same job that your husband has now when he grows up?" was coded 0=no, 1=yes under certain conditions, 2=yes.

61 Number of organizations with a church focus was coded 0=none up to the actual number of activities listed by the wife for the family.

62 Number of organizations with a community focus was coded 0=none up to the actual number of activities listed by the wife for the family.

63 Number of organizations with an entertainment focus was coded 0=none up to the actual number of activities listed by the wife for the family.
Variable
Number

<table>
<thead>
<tr>
<th>Number</th>
<th>Explanation of Variables Reported</th>
</tr>
</thead>
<tbody>
<tr>
<td>64</td>
<td>Number of organizations with a focus on youth and socialization was coded 0=none up to the actual number of activities listed by the wife for the children.</td>
</tr>
<tr>
<td>65</td>
<td>The leisure time the husband spent working on the house was coded 0=none, 1=some.</td>
</tr>
<tr>
<td>66</td>
<td>Whether the husband spent leisure time in recreation was coded 0=none, 1=some.</td>
</tr>
<tr>
<td>67</td>
<td>The item &quot;What specific things would you insist on having in a different house?&quot; was coded 0=nothing up to the actual number of suggestions.</td>
</tr>
<tr>
<td>68</td>
<td>Number of years employed by the company was figured to the nearest whole number from date of employment to May 1, 1966, and the actual number was recorded.</td>
</tr>
<tr>
<td>96</td>
<td>Whether the husband was clothes-conscious in regard to what the wife wore was coded 0=no, 1=some, 2=yes.</td>
</tr>
<tr>
<td>97</td>
<td>Whether the husband was clothes-conscious about his own clothes was coded 0=no, 1=some, 2=yes.</td>
</tr>
<tr>
<td>98</td>
<td>What the husband wore to work was coded 0=jeans, 1=slacks.</td>
</tr>
<tr>
<td>100</td>
<td>Extent to which the husband selected his clothes was coded 0=gifts, 1=wife alone, 2=husband and wife together, 3=husband alone.</td>
</tr>
<tr>
<td>Variable Number</td>
<td>Explanation of Variables Reported</td>
</tr>
<tr>
<td>-----------------</td>
<td>-----------------------------------</td>
</tr>
<tr>
<td>101</td>
<td>The item &quot;If you could make any changes in the kind of clothes you have, what would they be?&quot; was coded 0=none, 1=inability to verbalize, and 2=some.</td>
</tr>
<tr>
<td>102</td>
<td>The item &quot;If you had $14 to spend on a dress, would you rather buy one $14 or two $7 ones?&quot; was coded 0=$7.00, 1=uncertain, 2=$14.00.</td>
</tr>
<tr>
<td>108</td>
<td>The homemaker was asked if she thought women should work outside the home. Responses were coded 0=no, 1=yes under certain conditions, 2=yes.</td>
</tr>
<tr>
<td>110-114</td>
<td>Judgments made by the interviewer (Reliability was established.) were made on the basis of a review of all data concerning the following:</td>
</tr>
<tr>
<td>110</td>
<td>Degree of the wife's use of consumer information concerning clothing was scored on a five-point scale with 1=none to 5=much</td>
</tr>
<tr>
<td>111</td>
<td>Wife's knowledge of textiles was scored on a five-point scale with 1=none to 5=much.</td>
</tr>
<tr>
<td>112</td>
<td>Sense of clothing adequacy - deprivation reported by the wife was coded on a five-point scale with 1=dissatisfied to 5=highly satisfied.</td>
</tr>
<tr>
<td>113</td>
<td>Actual quality of the wife's wardrobe was coded on a five-point scale with 1=low to 5=high.</td>
</tr>
</tbody>
</table>
Variable Number | Explanation of Variables Reported

114 - Social mobility was judged on a five-point scale with 1=downwardly mobile, 3=static, and 5=upwardly mobile.