

The Influencing Factors on the Quality of Job Role of Married, Working Women in Korea

Eun Ok Park¹ · Kyung Ja June²

Abstract

The labor participation rate of women are increasing, especially for married and 30 and over aged women in Korea. The employment of married women occurs dual-role problems. But recent empirical evidences suggest that employment yields a net gain of benefits over costs with respect to both physical and mental health for women as well as men. Previous researches suggested that the quality of the role or role satisfaction, not the occupancy of the role, is one of the predictors of psychological health.

The purpose of this study is to investigate influencing factors on quality of job role for Korean women with children and husband.

Data were collected from 323 mothers of students at 3 kindergartens, 2 elementary schools, 3 middle schools, 4 high schools in metropolitan area, during 1998.8 - 1998.12. they were dual-earner couples, and were employed over one year. Response rate is 62.3%.

Quality of role was measured using Role Quality Scale developed by Park, June & Kim(1999). This instrument is based on Role Rewards and Concerns Scale of Barnett et al.(1993) for quality of job role. Quality of job role is made of 27 items and the subfactors are interpersonal relationship, job stress, pride, payment, and autonomy. Scales have good internal consistency(Cronbach $\alpha = 0.86$).

The findings of this study show that personal income, occupation, husband's attitude for wife's employment, and the perceived equity for labor division between couples are significant variables for quality of job role. But age, education, career years, working hours per week are not significant. 24.83% of the variance in quality of job role were accounted for by these variables.

Key words : *Quality of Job Role, Employed Women*

Introduction

1. Need for research

The increase in employment by women and especially those married is a prevalent trend in

many countries today. Such a trend has been the driving force behind various sociological changes, such as the reduction in the number of births, mechanization of housework, more participation in society by higher educated women, growth of women's rights and changes on views about

1. Department of Nursing, College of Medicine, Cheju National University

2. Department of Nursing, College of Medicine, Soonchunhyang University.

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women's role and increase in the demand for double-income.

According to the National Statistical Office of Economically Active Population Survey(1996-1999), the percentage of working women in 1998 reduced to 39.5% of the entire workforce after the oncoming of IMF, but this still remains a large proportion. Although the percentage of employment by married women is 47.3%, much lower than the 86.8% of married men who are the mainstream the labor force, it still represents that almost half of all married women participate in the labor force. The type of work held by the percentage women range from sales and service, 37.4%; production, 28.5%; agricultural, forestry and fisheries, 16.5%; professional and technical, 9.1%; clerical, 8.1%; and administrative and managerial, 0.4%. These figures show that most women work in low-paid and low-level positions (National Statistical Office, 1999).

Generally, being a working women in Korea implies balancing dual roles, and the overload associated with it has emphasized the negative aspects of working, such as experiencing physical and mental stress etc.

Consequently, much have been researched on socio-psychological variables such as role conflict, work stress, and job satisfaction etc. (Chung, 1985; Ha, 1995; Jeon, 1987; Jeon, 1997; Kang, 1989; Kim & Kim, 1994; Lee, 1995; Suh, 1985).

In one aspect, the difference in health was observed between employed and non-employed women workers, following the increase in women employment(Verbrugge & Madans, 1985). According to a study of how women's health had changed from mid-1960s to the late 1970s, the health of working women improved slightly during this period(Verbrugge & Madans, 1985). According to the study on the comparison of Norwegian women's health condition as related to their marital status, number of children, and employment status from the early 1970s to the late 1980s, the health of married, working women improved(Elstad, 1996). These results echo in Korea as well, where the health of married, working women was found to be better than those not working, regardless of the unfavorable working environment(Park, 1994).

Furthermore, depending on the conditions and

motivations for employment, the degree of the husband's participation in the family, husband's attitude toward his wife working, and a woman's work can foster psychological well-being, thus promoting pride and feeling of control(Lee, et al., 1996).

In other words, employment by a married woman can itself be a cause of stress, but on the other hand it can have a positive effect. Though a job can be considered in terms of positive and negative aspects, job role quality is defined as 'the subjective evaluation of the job's status in society, and work relationships and experiences encountered as a worker', with consideration for concerns and rewards(Park, June & Kim, 1999).

Not only does the job role quality have a direct impact on the health of the worker but has a significant indirect effect of enhancing self-esteem.(Barnett, et al. 1993; Barnett, et al., 1995; Baruch & Barnett; 1986; Bergman et al., 1996; Bullers, 1994; Park, 1999; Vandewater et al., 1997).

Since a working woman spends most of her day at work, the job role quality can be considered an important part of her life, directly affecting the quality of her life.

More importantly, it has been reported that if work is considered a determinant of health, then the job role quality is a better predictor of health than whether or not one has a job(Baruch & Barnett, 1986).

In this study, the job role quality of married working women and the influencing factors are analyzed. The results will be used as baseline data in the development of nurse intervention programs focused on improving the quality of the job role of married women.

2. Objectives

Family and job characteristics of married working women that affect the quality of job role are investigated in this study. More specifically, first the family and job characteristics of married working women are evaluated; second, the level of job role quality is analyzed; and third, the factors which affect the quality of job role are identified.

3. Limitations

Our findings cannot be generalized because of limited sample and low response rate.

The measurement would be overestimated because of exposing subjects' responses to their children.

We could not evaluate validity or reliability for some measurements, because some variables have only one question.

Literature Review

The role quality can be defined as 'the positive evaluation of the role's status in society, role partner, and subjective experiences' (Park, June & Kim, 1999). So, The Job role quality is the 'subjective evaluation of the job's status in society, relationships at work and experiences encountered as a worker.

Baruch & Barnett(1986) defined the quality of a role as 'the difference between the rewards and concerns that accompany the role'. The person experiences both the negative aspects such as conflicts, stresses, and anxiety (burden) and the positive aspects such as role satisfaction, increase in social support and pride, and income (rewards). The researches on this topic have usually focused on only one aspect of the role, whether it was the positive or negative. The concept of role quality can be viewed as the combined experiences of both the concerns and rewards.

Baruch & Barnett(1986) believed that the quality of a role depends on two sub-scales, i.e. rewards and concerns. So, factor analysis results with data collected by their tools showed that role quality had several factors, each factor consisted of items similar in content(Park, June & Kim, 1999). The payment, autonomy, pride, interpersonal relationship, and work stress etc. may be considered sub-scales of the job role quality(Park, 1999).

Baruch & Barnett(1986) studied the relationship among role quality, participation in a role, and psychological well being of middle-aged women. According to the results, there was no relationship between the mere participation in a role and psychological well being, but the job role quality, partner role quality, and parent role

quality were significantly related to a woman's well being.

Barnett et al.(1993) performed a study in which the characteristics of 300 working couples such as age, education level, job features, marriage quality, marriage period, status of parents, family income etc. were statistically analyzed; then, the relationship between the quality of the job role and psychological stress was compared between men and women. The results showed that the higher the quality of the job role, the lower the psychological distress, for both men and women. How much they - the quality of job role and psychological stress - were related were almost the same between men and women.

Barnett et al.(1995) went on even further to study the effect of changes in job and marriage on the change in distress for working couples and found a significant relationship between a change in the job role and change in distress, in both men and women.

Bergman et al.(1996) studied the work experiences and health of women who work in male-dominated fields and evaluated the change in the quality of their job role and living as a function time and the relationship between this change and their self-reported health. The results showed that as the quality of the job role improved, the psychological distress decreased, but also the opposite was true - if the quality of the job role worsened, the physical and psychological distress increased.

Bullers(1994) stated that a job is related good health regardless of high and low job satisfaction, but even more so with high job satisfaction.

Vandewater et al.(1997) studied the effects of personality and job role quality role on life satisfaction, effective psychological functions, and psychological well being - all three of which were set as dependent variables - and found that the higher the job role quality, the better the life satisfaction and effective psychological functions, but no statistically significant effect on psychological well being.

Although there have been many reports on the relationship between quality of job role and health over the years, reports on the factors that influence the quality of job role have been few.

Therefore, the literature on the factors related to job satisfaction and job stress, which have much bearing on the quality of job role, are reviewed here.

According to Kim(1983), there was a significant difference in job satisfaction among the age groups, but according to Kim(1981) no significant difference was found among the age groups based on his research of the adaptation of professional women to family and working life. In the research conducted by Jeon(1987), there was no significant difference among the age groups between those who were satisfied and unsatisfied with their jobs.

The higher the education level, the higher the job satisfaction(Jeon, 1987; Kim, 1983). The higher the average monthly income, the higher the job satisfaction(Jeon,1987; Kim, 1981).

Those with professional technical jobs had high job satisfaction, followed by those with clerical jobs, and manufacturing jobs(Kim, 1988). Furthermore, those in jobs with short work hours had higher job satisfaction than those with long work hours(Kim, 1988). When the motivation for seeking employment was not for economic reasons, job satisfaction was high(Jeon, 1987; Lee, 1976). Based on the research results above, the parameters that affect the quality of job role are as follows: for general personal traits, age and education level; for job features, job type, work hours, average monthly pay; and for family traits, the husband's attitude toward wife's working, perceived equity in the division of labor, number of children, age of the youngest child, and average monthly family income.

Methods

1. Subjects

The subjects of this study were married employed women who have children and have held their jobs for over a year, living in Seoul and Province of Kyungi-do. The one year time limit was set based on the results of the research conducted by Booth(1979), which stated that the required period for transition into a new role after starting work is a year; therefore, only those who have been on the job for over a year

were selected for this study.

2. Data collection

Data were collected from August, 30 to December 12, 1998. To find the subjects for this study, 2 children houses, 1 kindergarten, 2 elementary schools, 3 junior high schools, and 4 high schools who were willing to cooperate in this study, were conveniently selected. Of these, 3 schools were located in poor districts, 4 in middle-class districts, and 2 in wealthy districts.

The questionnaires were distributed to all the children in children houses and kindergartens whether their mother was employed or not. At elementary, junior high and high schools, the questionnaires were selectively distributed to only those students whose mothers held jobs. The children who taken the questionnaire, delivered it to their mother, and turn it back after mothers responding.

Of the total of 845 questionnaires, 527 were collected, a response rate of 62.3%. Of these, inappropriate subjects(many of mothers in children houses and kindergartens, were not employed, so their questionnaires were dropped), or incomplete or insincere responses was excluded, and the cases with extreme values did not be included in this analysis. Finally 323 subjects were included in this study.

3. Instruments for research.

Quality of job role were measured using Role Quality Scale developed by Park et al. (1999) after revision to be appropriate with subfactor that selected through literature review. Factor analysis and reliability for this instrument were tested with collected data. For factor analysis, Harris component analysis and Harris-Kaiser II Orthoblique rotate method were selected.

The result of factor analysis confirmed that Quality of job role scale included five sub-factors such as payment (5 items), autonomy (4 items), pride (5 items), interpersonal relationship (6 items), and job stress (7 items). The explained variance of the 5 sub-factors was 96.2% of the total variance <Table 1>. The reliability of the tool was Cronbach $\alpha = .86$. The scale to

Table 1. Factor analysis of the quality of job role

Item No.	Factor 1	Factor 2	Factor 3	Factor 4	Factor 5	h ² (communality)
	Relation-ships	Job stress	Pride	Payment	autonomy	
15						0.3779
19						0.3939
20						0.3520
17						0.2190
16						0.1797
18						0.2251
22						0.5289
21						0.3888
24						0.4401
23						0.2899
27						0.3036
25	0.59					0.2865
26	0.58					0.2627
12	0.51	0.73				0.5816
11	0.42	0.64				0.5722
14	0.39	0.60				0.5384
13	0.24	0.44				0.3546
10		0.43				0.2559
4		0.42	0.79			0.6020
5		0.36	0.72			0.6763
2			0.63	0.82		0.6029
3			0.56	0.80		0.4304
1			0.33	0.77		0.5569
8				0.66	0.85	0.7383
9				0.62	0.83	0.6788
7					0.80	0.4525
6					0.66	0.6318
eigen value	11.56	5.30	3.90	3.08	1.94	
variance	43.1	19.8	14.5	11.5	7.2	
Cumulative variance	43.1	62.8	77.3	88.8	96.0	

measure the quality of job role shown through the above results was sufficient to satisfy both validity and reliability.

A question for measuring husbands attitude for their wives employment was 'How about your husbands attitude for your employment?' with 5-point Likert scale. The question for perceived equity/inequity in the division of labor between husband and wife was 'Do you think that you and your husband workload is fair in the aspect of the division of labor?' with 5-point Likert scale.

4. Analysis

The data collected were analyzed frequency

and percentage for each variables, mean and standard deviation for job role quality, t-test or ANOVA with Duncan grouping for comparison between groups, and stepwise regression for investigating influencing factor on job role quality.

SAS 6.12 software program was used for all these analysis.

Results

1. Distribution according to general characteristics of subjects and jobs

The ages of the subjects ranged between

Table 2. Demographic Characteristics of Subjects

Characteristics Scale		Frequency	%	Mean(S.D) range
Age (N=319)	35 or less	35	11.0	41.47(4.94) 29-58
	36 - 40	99	31.0	
	41 - 45	122	38.2	
	46	63	19.7	
Religion (N=316)	Protestant	148	46.8	
	Buddhism	62	19.6	
	Catholic	37	11.7	
	No religion	69	21.8	
Education (N=314)	less than jr. high	45	14.3	
	high school graduate	158	50.3	
	beyond vocational school	111	35.4	

29-58 years with the mean age of 41.47 years; 46.8% were Protestants or of other denominations; 14.3% had received education below junior high school, 50.3% up to high school-the largest percentage - and 35.4% education beyond vocational school. The percentage of husbands who held non- professional jobs was 71.7%. About 40% of the subjects lived on average monthly family income of 1,500,000-2,500,000won,

21.6% less than 1,500,000won, 21.6% 2,500,000-3,500,000won, and 12.7% over 3,500,000 won.

Most of the subjects had 2 children(68.5%); 20.8 % had 3 or more children. About 60% had their youngest child in either elementary or junior-high school while 14.1% had children who were less than 7 years old.

As for their perceived equity/inequity of labor division, 56.4% felt either very unequal or

Table 3. Family Characteristics of Subjects

Characteristics	Scale	Frequency	%	
Husband's job (N=322)	Non-professional	231	71.7	
	Professional	91	28.3	
Average monthly family income(won) (N=291)	less than 1,500,000	63	21.6	
	1,500,000 - 2,500,000	115	39.5	
	2,500,000 - 3,500,000	76	26.1	
	more than 3,500,000	37	12.7	
Age of Youngest Child (yrs) (N=319)	less than 7	45	14.1	13.33(4.99) 1-28
	8 - 13	103	32.3	
	14 - 16	84	26.3	
	over 17	87	27.3	
Number of children (N=321)	1	36	11.2	2.09(0.55) 1-4
	2	220	68.5	
	3 or more	65	20.8	
Perceived equity/inequity in the division of labor between a couple(N=319)	Very unequal	36	11.3	2.70(1.14) 1-5
	Unequal	144	45.1	
	Don't know	37	11.6	
	Equal	84	26.3	
Husband's attitude for his wives employment. (N=321)	Very equal	18	5.6	4.12(1.00) 1-5
	Very opposed	1	0.3	
	Opposed	28	8.7	
	No interest	53	16.5	
	Approve but no support	88	27.4	
	Approve and support	151	47.0	

Table 4. Job characteristics of Subjects

Characteristics	scale	Frequency	%	Mean(S.D) Range
Job type (N=310)	Administrative and managerial	81	26.1	
	Clerical	22	7.1	
	Sales	89	28.7	
	Service	76	24.5	
	Production and simple labor	42	13.5	
Average Monthly pay (won) (N=318)	less than 500,000	32	10.1	
	500,000-1,000,000	116	36.5	
	1,000,000-1,500,000	68	21.4	
	1,500,000-2,000,000	56	17.6	
	over 2,000,000	46	14.5	
Work experience (N=320)	1 - 2 yrs	76	23.8	8.72(7.43) 1-32
	3 - 5yrs	69	21.6	
	6 - 10 yrs	79	24.7	
	11 -15 yrs	35	10.9	
	more than 16 years	61	19.1	
Work hours /wk (N=314)	20 - 40 hrs.	69	22.0	49.81(15.35) 20 - 105
	41 - 60 hrs.	186	59.2	
	61 hrs.	59	18.8	

unequal, and 31.9% felt very equal or equal. As for the husband's attitude toward their jobs, 74.4% were very supportive while 9% were opposed.

The types of jobs held by the subjects were sales, followed by administrative or managerial, service, production or simple labor, and clerical. The percentage of subjects with 1-2 years of work experience was 23.8%, 3-5 years 21.6%, and less than 5 years 45%, showing predominantly little work experience. On the other hand 19.1% had over 16 or more years of work experience.

About 60% of subjects worked an average total of 41-60 hours per week; about 40% worked either less than 40 hours or more than 61 hours. The percentage of subjects earning an average monthly pay between 50,000-1,000,000won was

36.5%, less than 500,000won 10%, and more than 1,000,000won 53%.

2. Quality of the subjects' job roles

On the scale of 1-5, the mean quality of the subjects' job roles was 3.38. This showed the normal distribution. In terms of sub-factors, interpersonal relationship scored 3.78, the highest score, followed by autonomy, pride, payment and job stress, scoring 2.73.

3. Factors influencing the quality of job role

- 1) Comparison of the quality of job role according to personal characteristics, job characteristics and family characteristics
When the quality of job role was compared

Table 5. Descriptive statistics of job role quality

Variables	Mean	S.D	Range	Kurtosis	Skewness	Wilk's Lamda
Interpersonal relationship	3.78	0.59	1-5	-0.024	0.025	0.974*
Job stress	2.73	0.69	1-5	-0.026	-0.247	0.979
Pride	3.25	0.82	1-5	-0.086	-0.194	0.970***
Payment	3.03	0.76	1-5	0.165	0.009	0.972**
Autonomy	3.57	0.98	1-5	-0.458	-0.344	0.931***
Job role quality	3.38	0.50	1-5	0.168	0.347	0.985

Table 6. Job role quality by demographic, family & job characteristics

Characteristics	Scale	Mean	F or t	Duncan grouping
Age	35 or less	3.56	1.88	A
	36 - 40	3.33		B
	41 - 45	3.38		B
	46 or more	3.39		B
Education	below jr. high	3.05	20.80***	C
	highschool graduate	3.34		B
	beyond vocational school	3.57		A
Job type	non-professional	3.28	6.26***	
	professional	3.63		
Work Experience	1 - 2 years	3.29	5.69***	B
	3 - 5	3.27		B
	6 - 10	3.41		B
	11 -15	3.30		B
	16 years or more	3.62		A
Work hours/wk	20 - 40 hrs.	3.44	1.73	
	41 - 60 hrs.	3.39		
	61 hrs.	3.27		
Average monthly pay (won)	500,000 or less	3.11	30.72***	C
	500,000-1,000,000	3.20		C
	1,000,000-1,500,000	3.28		C
	1,500,000-2,000,000	3.61		B
	2,000,000 or more	3.90		A
Average monthly family income (won)	1,500,000 or less	3.12	11.77***	C
	1,500,000-2,500,000	3.28		B
	2,500,000-3,500,000	3.46		A
	3,500,000 or more	3.60		A
Age of youngest child	7years old or less	3.45	0.44	
	8 - 13	3.38		
	14 - 16	3.35		
	17 or more	3.37		
Number of children	1	3.53	1.96	
	2	3.36		
	3 or more	3.36		
Husband's job type	Non-professional	3.86	1.08	
	Professional	3.92		
Perceived equity /inequity in division of labor between couple	Very unequal	3.45	5.39***	B
	Unequal	3.28		B
	Don't know	3.38		B
	Equal	3.43		B
	Very equal	3.81		A
Husband's attitude toward employment	Opposed	3.27	10.59***	B C
	No interest	3.11		C
	Approve but no support	3.34		B
	Approve and support	3.52		A

* p<0.05 ** p<0.01 *** p<0.001

Same letter means no significant difference in average between groups

according to the subject's characteristics, the higher the education level, professional compared

to non-professional, the more work experience, the higher the average monthly pay, the higher

Table 7. Regression analysis predicting job role quality

Variable	b	β	t	p
Job type	0.14	0.12	2.12	0.0309
Average monthly pay	0.18	0.35	6.49	0.0001
Husband's attitude toward employment	0.09	0.17	3.27	0.0012
Perceived equity/inequity in the division of labor between a couple	0.06	0.13	2.63	0.0089

$R^2=0.2483$ ($F=25.44$, $p=0.0001$)

the average monthly family income, the higher was the job role quality. Job role quality was shown to increase with age, but this was not statistically significant.

When the subject acknowledged the division of labor between the couple was very equal, job role quality was shown to be high. Furthermore, those whose husbands support and frequently help had higher quality of job role than other subject groups.

2) Factors influencing job role quality

A stepwise regression analysis was performed to determine if general personal characteristics, job characteristics and family characteristics play a role in influencing the quality of job role. Excluding those parameters which did not reach significance level of .15, average monthly pay, husband's attitude toward wife's work, perceived equity in the division of labor, and job itself were selected as independent variables, and the quality of job role was set as the dependent variable in the analysis. The results of the analysis are shown in Table 7. Compared to the standardized regression coefficient, the average monthly pay was the best predisposing factor of the quality of job role, followed by a husband's attitude towards his wife's work, perceived equity in the division of labor and job itself. This regression model was significant ($p<.0001$), and the variance of these four parameters in explaining the quality of job role was 24.83% (Table 7).

Discussion

With more women working in society, much have been researched on the effects of work on a woman's physical and psychological well being

and on the role stress and conflict that come along from having to juggle the existing family role and the new role of work. While some have studied the topic of job satisfaction, others have studied workload stress/ job stress. In reality, satisfaction and stress both exist in working life, so it is more fitting to consider these aspects simultaneously when investigating this topic; therefore, an investigation on the quality of job role seemed appropriate. The quality of job role was evaluated in terms of 5 sub-scales, payment(5 items), autonomy(4 items), pride(5 items), interpersonal relationship(6 items), and job stress(7 items), and both positive and negative questions were selected for each sub-scale. This scale was confirmed reliable.

The percentages of the subjects in this study in specific job types were as follows: 26.1% in administrative & managerial positions, 7.1% in clerical, 28.7% in sales, 24.5% in service, and 13.5% in production and simple labor. According to the study by Kim(1993), the job distribution of married, working women ranged from 31.4% of the subjects in production, the highest percentage, 30.2% in sales, 26.0% in service, 9.2% in professional administrative and 3.3% in clerical positions, excluding those in agricultural, forestry, and fishery positions. The difference in results between the two studies may lay in the representation of the subjects, itself. The reason for the higher percentage of women in administrative and managerial positions in our study may be attributed to the following reasons: 1) the relative low percentage of responses by those who were in low paying and low status positions, because the questionnaires were distributed to the children of working mothers 2) the rise in women's social status increasing the opportunities in professional administrative positions,

which is reflected in the relative increase in ratio of women working in administrative or clerical jobs compared to other jobs and 3) limiting of subject to those living in Seoul and in the Province of Kyungi-do.

Though the number of working women have increased, instability and poor working conditions still remained. The mean age of the subjects in our study was 41.47 years with mean work experience period of 8.72 years. If we assume that they have worked all these years continuously, then we can calculate that they started working at about age 33. Considering that most women start work just after graduation from either high school or college, the mean duration of work experience was short relative to the mean age, which may show the instability of women's job. This conclusion can be obtained from the fact that 23.8% of the subjects had 1-2 years of actual work experience, representing almost 25% of the subjects. Instability and poor working conditions of women's jobs may also be reflected in their work hours; 22% worked between 20-40 hours/wk and 18.8% worked over 61 hrs/wk. Even further, the average monthly pay was found to be less than 1,000,000won for 46.6% of the subjects, translating to almost half of those investigated.

On the other hand, with more women in the work force, attitudes toward working women has greatly improved. Of the subjects, only one case stated of her husband's strong objection towards her working and the percentage of subjects whose husbands were opposed did not exceed 8.7%. These were the exceptions, however; 74.4% of husbands showed positive attitude and supported their wife's employment.

Although attitudes are changing for the better, actual support to facilitate a woman's work life is not forthcoming. For example, on the question of perceived equity in the division of labor between a couple, the study showed 56.4% felt inequality and 31.9% felt somewhat equal. In the study of the performance of housework and children's upbringing by a couple according to the wife's working status (Lee, 1995), the husbands of working wives participated much more in the housework and in parenting compared to those of non-working wives, but

absolute participation was still very low, so that even if the wife was to work the husband would usually adhere to doing the traditional male housework such as fixing the house and the rest of the housework and parenting were still left to the wife, with some occasional help from the husband. And, especially, husbands almost did not participate at all in cooking. In essence, the perceived equity/inequity in the division of labor between a couple reflects these realities.

The mean quality of job role, measured from 1-5 on the Likert scale, was 3.38. When broken down into influencing sub-scales, interpersonal relationship scored the highest at 3.38, autonomy at 3.57, pride at 3.25, payment at 3.03, and job stress at 2.73. Unlike the other sub-scales, job stress was related to the negative aspects of a job, so it could not be simply compared with the others. If job stress was back-calculated to compare with the scored sub-scales, its mean score would be 3.27. In the end, the lowest score seems to be payment.

Good predisposing factors of the quality of job role were identified to be job type (professional/non-professional), average monthly pay, perceived equity/inequity in the division of labor between a couple, and a husband's attitude towards his wife's work. The average monthly pay was the best predisposing variable of the quality of job role. In the study by Jeon(1987), the wife's average monthly pay was found to be a predictor of job satisfaction, followed by family attitude, which seemed to be the same as the husband's attitude being a significant predictor of a woman's job role quality in our study. The perceived equity/inequity in division of labor was also a significant predictor of the quality of job role. Because Ha(1995) viewed participation by the husband as a variable that affects the role conflict between a husband and wife and damages the health and psychology, she performed a path analysis; it was reported that the more the husband participated, the less the role conflict, which indirectly reduces the damage to a woman's health and psychology.

All of the results of these studies indicate the need for more active policies to improve the disadvantages and working conditions faced by working women and for social support systems

to nurture cooperative marital relationship for married working women, and thereby improving the overall quality of job role for all women. Especially in nursing practice, the occupational health nurses who deal with married, working women need training in the area of communication skills of married couple, counseling and establishing various programs. More researches on the identification of positive effects of such nurse intervention on the quality of job role and health of working, married women are needed.

Conclusion

This study was conducted to evaluate the factors influencing the quality of job role of working women and to this end married, working women who have worked for more than 1 year were selected based on the responses in a questionnaire distributed to elementary, junior high, and high school students between August-December of 1998. The contents of the questionnaire consisted of questions on general characteristics and job role quality and, more specifically, demographics, family and job characteristics were included in the general characteristics section. The quality of job role was rated using the supplemented scale, which had been used by Park, June & Kim(1999).

Influencing factors of job role quality were identified to be interpersonal relationship, independence, pride, pay, and job stress with relatively good reliability of Cronbach α .86. The percentage of subjects in a specific job types were administrative and managerial 26.1%, clerical 7.1%, sales 28.7%, service 24.5%, and manufacturing or simple labor 13.5%. The mean age of the subjects was 41.47 having an average work experience of 8.72 years. Twenty-two percent worked between 20-40 hours/wk and 18.8% worked over 61 hours. The percentage of subjects earning less than 1 million won/month was 46.6%, almost half of the subjects. Only one subject stated of strong objection by her husband against her working, and the percentage of those whose husbands objected to their wives' working did not exceed 8.7%. Rather, the 74.4% of

husbands showed support and positive attitude. The analysis of perceived equity/inequity in division of labor between a couple showed that 56.4% perceived inequality while 31.9% somewhat equal.

The average mean of quality of job role, ranged from 1-5 on the Likert scale, was 3.38. When broken down into influencing sub-scales, interpersonal relationship scored the highest at 3.78, independence at 3.57, pride at 3.25, pay at 3.03, and job stress at 2.73. Good prognostic factors of job role quality were identified to be job type (professional/non-professional), average monthly pay, perceived equity/inequity in the division of labor between a couple and husband's attitude towards wife's working.

The results of this analysis showed the need for more research on the development and application of nurse intervention programs to improve the working conditions and job role quality of married, working women.

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