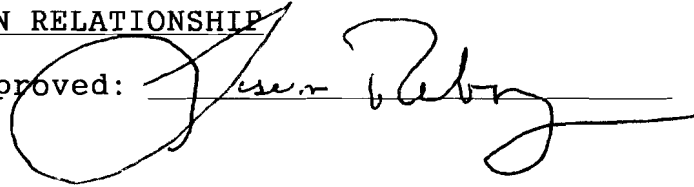


AN ABSTRACT OF THE THESIS OF

S. Cheree Anthony-Encapera for the Master of Science in
Industrial/Organizational Psychology presented on
March 12, 1996.

Title: THE JOB SATISFACTION-SIGNIFICANT OTHER
SATISFACTION RELATIONSHIP

Abstract approved:

A handwritten signature in black ink, appearing to read "S. Cheree Anthony-Encapera", written over a horizontal line.

The purpose of this study was to investigate the relationship between job satisfaction and significant other satisfaction. Age and gender were also investigated as possible moderating variables. Participants were from the Midwest, employed outside the home, and living with their significant other. Eighty-two individuals participated in the study, 38 males and 44 females. Ages ranged from 21 to 60 years old. Fifty-three participants were married, and 29 participants were legally single, but cohabitating. Participants were obtained from a diverse group of businesses. Two instruments were used to collect data on job satisfaction and significant other satisfaction. The Minnesota Satisfaction Questionnaire (MSQ) was the survey used to assess one's job satisfaction. The Dyadic Adjustment Scale (DAS) was the survey used to assess one's significant other satisfaction. An Analysis of Variance (ANOVA) assessed the effects of sex on DAS, and sex on MSQ. No significant difference

was found between men and women on the DAS ($F(1, 80) = 3.52, p > .05$). There was also no significant difference found between men and women on the MSQ ($F(1, 80) = 3.21, p > .05$). However, results were approaching significance and in the predicted direction. A Pearson Product Correlation Coefficient was calculated for the following: 1) DAS against MSQ ($r = .044$); 2) Age against the DAS score ($r = -.070$); and 3) Age against the MSQ score ($r = .125$). None of the above were found to be significant. Future directions in research include a breakdown by occupation, a less threatening environment for collecting data, and a more controlled data collection setting.

THE JOB SATISFACTION - SIGNIFICANT OTHER SATISFACTION
RELATIONSHIP

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CHAPTER 1

INTRODUCTION

High productivity increases an organization's profits. Historically, although not empirically demonstrated by researchers, job satisfaction has been closely linked with productivity (Benin & Nienstedt, 1985). Therefore, if there are moderating factors that influence job satisfaction, organizations will want to understand these relationships in order to continue to increase productivity and maximize profit. Because of these moderating factors, researchers believe work variables should not be studied in the absence of extrawork experiences (Tait, Padgett, & Baldwin, 1989). Therefore, research examining the relationship between job satisfaction and satisfaction with a significant other is becoming increasingly important.

Significant other satisfaction is a moderating variable that will continue to receive the attention of organizational psychologists. This is largely due to the increasing diversity in today's world (Oshershon & Dill, 1983). Diversity has changed the way people look at the average American family. The "normal" or "average" American family no longer necessarily contains a husband, wife, and two children. The American family is now often much less conventional. Individuals are not necessarily married, but often

consider themselves a family. Osherson and Dill (1983) noted the importance of continuing to examine the relationship between work and family because of increasing variations in family structure. In the past, it was safe to assume there was relatively little variation in one's family structure. However, homogeneity no longer characterizes adult lives. Adult lives are instead characterized by variation and diversity (Osherson & Dill, 1983).

Variation and diversity will continue to increase among contemporary adult lives. As we approach the 21st century, the status quo for the American family will continue to change. Therefore, research must be sensitive to the changes and strive to incorporate all variations of lifestyle.

Researchers have put some effort forward in trying to identify the relationship between marital satisfaction (a form of significant other satisfaction) and job satisfaction (e.g., Benin & Nienstedt, 1985; Coverman, 1989; Hauenstein, Stanislave, & Harburg, 1977). However, they have neglected certain issues. First, they have failed to include those who have either chosen not to get married, or who are unable to get married due to social restraints. It is likely many individuals are involved in significant other relationships that greatly resemble marriage. They

simply do not possess the legal document formalizing the situation. An individual's satisfaction with this type of relationship will have the same possibility to influence other aspects of the individual's life as marriage. However, these individuals have simply been omitted in previous research.

The second area of concern deals with the direction of previous research. Much research has been performed by family sociologists regarding the effects of work on family life (Blegen, Mueller, & Price, 1988). However, little research has been conducted by organizational specialists regarding the effects of family life on work (Blegen, et al., 1988). These two issues leave a gap in current research. Therefore, a closer examination of the impact of family life on work was needed. The purpose of this study was to investigate that relationship. Specifically, this study examined the relationship between job satisfaction and significant other satisfaction. The effects of an individual's gender and age on the relationship between job and significant other satisfaction were also considered. For the purpose of this study, the term "significant other" was defined as any individual one is living with in an intimate relationship, such as marriage or a similar dyad (Spanier, 1976).

Job satisfaction has been of interest for decades (e.g., Campbell, & Fiske, 1959; Colangelo, Rosenthal, & Dettmann, 1984; Hauenstein, et al., 1977; Judge & Watanabe, 1993). Many variables have been examined by researchers regarding their relationship with job satisfaction. However, there is little, if any, research regarding significant other satisfaction. In preparation for this study, no research articles were found regarding the relationship between significant other satisfaction and job satisfaction. Therefore, it was necessary to look at concepts that are similar, however not identical, to that of significant other satisfaction. The concepts investigated were life and marital/family satisfaction.

Both concepts mentioned above were examined in depth with regard to their relationship with job satisfaction. This information was used to form the rationale for the hypotheses to be tested. Gender and age were also examined as moderating factors between job and significant other satisfaction.

Life Satisfaction

Much interest has been shown regarding the job satisfaction-life satisfaction relationship. In the past, numerous researchers have examined this relationship (e.g., Judge & Watanabe, 1993; Kabanoff, 1980; Rice, Near, & Hunt, 1980; Tait, et al., 1989).

In addition, various disciplines have actively studied the relationship between one's job satisfaction and life satisfaction. Articles including the fields of psychology, counseling, sociology, and management, have explored the job satisfaction - life satisfaction relationship both empirically and qualitatively (Tait, et al., 1989).

Throughout the breadth of research literature, it has often been assumed job and life satisfaction will be related. This is a very common belief due to the difficult time individuals have separating feelings about their work and life as a whole. Work is often considered a central part of an American's life. Due to the increasing importance of work in American culture, separating feelings about work and life becomes increasingly difficult (Evans, Pellizzari, Culbert, & Metzen, 1993). However, despite individuals' desires to accept these ideological beliefs, there are some problems.

Despite the extensive research that has been performed regarding the relationship between job and life satisfaction, the conclusions one can draw from past research are limited, and sometimes even contradictory (Judge & Watanabe, 1993). Studies have found that job satisfaction causes life satisfaction (Rousseau, 1978), life satisfaction causes job

satisfaction (Schmitt & Mellon, 1980), the two variables are mutually causative (Keon & McDonald, 1982), and that the two variables are weakly or not at all related (Rice, Near, & Hunt, 1980).

Rice, et al. (1980) are among the few researchers who believe a relationship between job and life satisfaction is unlikely. Rice, et al. found correlations between the two variables ranged from .05-.65. This left considerable doubt regarding the extent to which these two variables were related.

However, the majority of research demonstrates a positive relationship between the two variables (e.g., Rain, Lane, & Steiner 1991; Staines, Pottick, & Fudge, 1986). Tait, et al. (1989) found a strong positive relationship (average correlation .44) between job satisfaction and life satisfaction. Judge and Watanabe (1993) also found a strong positive relationship between job and life satisfaction. Not only did they conclude that job and life satisfaction were positively related, but the two variables were found to be reciprocally related. Job satisfaction influences life satisfaction, and life satisfaction influences job satisfaction. This led both Judge and Watanabe (1983) and Tait, et al. (1989) to conclude that work should not be examined in isolation from nonwork concerns. A

nonwork concern of great relevance to this study is marital satisfaction.

Marital/Family Satisfaction

Since previous research literature has not investigated the construct of significant other satisfaction, marital/family satisfaction provides the closest variable to significant other satisfaction. Both marital and significant other satisfaction consist of a relationship that takes a considerable amount of time and energy to maintain. Actually, marital and significant other satisfaction are nearly identical except that when looking at significant other satisfaction, social restraints are removed, and a broader population is included. However, since significant other satisfaction may differ from marital satisfaction, it is important to remember that past research cited on marital satisfaction can only be used as a foundation and does not offer conclusive answers to questions regarding significant other satisfaction.

Because of little variation in individuals' personal lives in the past, the study of the impact of personal life on work has not been greatly studied or relevant (Osherson & Dill, 1983). However, every year the topic becomes increasingly interesting and important. The more diverse our personal lives are, the more necessary research regarding work and personal

life becomes (Osherson & Dill, 1983). Before examining the relationship between job satisfaction and marital satisfaction one point must be discussed. Because previous research did not consider alternative family constellations, the relationship between job and marital satisfaction may have been obscured. Those involved with significant others were not included in these studies. That means a very large population of individuals were left out of all existing research. The input and attitudes of these individuals are very important when looking at the whole picture of satisfaction.

Previous research assumed that work and family/marital relations were separate areas and that they had little or no influence on one another (Freudiger, 1983). However, since an individual moves between both the work and the family arena throughout the day, a natural relationship would seem to exist between the two (Osherson & Dill, 1983). Osherson and Dill found that numerous studies performed in the early 1980's found work and family/personal life are intertwined. Since these two variables have been found to be intertwined, many researchers agree it is necessary to understand both aspects of an individual's life in order to truly understand either of the constructs.

Many researchers have looked at the combined effects of job and marital satisfaction on numerous variables. One common variable was that of happiness or quality of life (e.g., Benin & Nienstedt, 1985; Evans, Pellizzari, Culbert, & Metzen, 1993). Benin and Nienstedt found the two main factors of happiness are marital and job satisfaction. Benin and Nienstedt and Evans et al. found enhancing one's marital and job satisfaction helps to enhance an individual's overall quality of life. This demonstrated a positive relationship between the constructs. The dominant opinion seemed to be there were "spillover effects" (Benin & Nienstedt). The satisfaction with one's work life crossed over into one's family/marital life. The two variables worked together to produce an overall effect (Staines, Pottick, & Fudge, 1986).

Although researchers have looked at the effects of both job and marital satisfaction on variables such as quality of life and happiness, little research has investigated the influence marital satisfaction and job satisfaction will have on one another. A positive relationship seems probable due to the fact that the two constructs work together, and not against one another to produce overall happiness and quality of life. However, one can not simply assume this relationship will exist. Blegen, et al. (1988) noted

more research is needed in the organizational psychology field regarding this relationship.

Identifying the relationship between job and marital satisfaction is of great importance. However, the influence of one's gender and age on the job-marital satisfaction relationship is also in need of further examination.

Gender and Age Issues

In regard to job satisfaction, gender is becoming an increasingly important variable to consider. This is largely due to the significant changes in the workforce. There has been an enormous increase in the number of women entering the work force since the 1950's (Mottaz, 1986). Osherson and Dill (1983) noted that in 1981 more women across America worked outside the home than stayed at home for the first time in history. Therefore, research has had to remain sensitive to these changes in society.

In spite of all the research looking at relationships such as job and life satisfaction, gender as a moderating factor remains controversial (Tait, et al., 1989). Forgionne & Peters (1982) simply stated there was no overall relationship between an individual's gender and job satisfaction. Kalleberg and Loscocco (1983) found job satisfaction to be most

important to men. Others have found that job satisfaction is most important to women.

Regardless of which gender considers job satisfaction to be the most important aspect of their life, the results of which gender is more satisfied with work seems to be clear. To many people's surprise, women have been found to have higher levels of job satisfaction than men (Colangelo, et al., 1984; Hodson, 1989; Summers & DeCotis, 1988).

In regard to marital satisfaction, men and women seem to consider it of the same importance (Benin & Nienstedt, 1985). However, women also have been found to have higher levels of life and marital satisfaction than men (Judge & Watanabe, 1993).

The final variable to be considered is age. Age as a moderating variable seems to be of little controversy. Diener (1984) found life satisfaction increases with age. Benin and Nienstedt (1985) agree with Diener, however they also believe very young adults display high life and/or marital satisfaction. Job satisfaction has also been found to increase with age (Blanchard-Fields & Friedt, 1988; Janson & Martin, 1982).

Hypotheses

The main purpose of the background presented has been to provide information regarding job and

significant other satisfaction. Research has shown a positive relationship between life satisfaction and job satisfaction. Marital satisfaction and job satisfaction also seem to show promise of a positive relationship. Furthermore, differences have been found regarding gender as a moderating variable.

Hypothesis One: There will be a positive correlation between job satisfaction and significant other satisfaction.

Hypothesis Two: Women will have greater job satisfaction and significant other satisfaction than men.

Hypothesis Three: As age increases, so will an individual's satisfaction with job and significant other relationships.

CHAPTER 2

METHOD

This study was designed to examine the relationship between one's satisfaction with a significant other and job satisfaction. Moderating variables were also considered. These variables were age and gender.

Participants

Eighty-two individuals participated in the study. Forty-four participants were female and 38 were male. Ages ranged from 21 to 60 years old, with a mean age of 35.51 (SD=8.7). All participants were from the Midwest, employed outside the home, and involved with a significant other. Participants were also required to be living with their significant other in order to participate in the study. Fifty-three participants were married and 29 participants were legally single, but were cohabitating. A wide variety of occupations were present in the sample including engineering, sales, clerical, education, construction, production, cosmetology, management, and human service. Individuals participated on a voluntary basis and were obtained from many different business settings.

Instrumentation

Two questionnaires were employed in this study, the Minnesota Satisfaction Questionnaire and the Dyadic

Adjustment Scale. These questionnaires were used to assess the individual's job satisfaction and significant other (relationship) satisfaction. A demographic profile survey was also administered (Appendix A).

Job Satisfaction

The Minnesota Satisfaction Questionnaire short form (MSQ) (Weiss, Dawis, England, & Lofquist, 1967) is a 20 item questionnaire measuring job satisfaction (Appendix B). The 20 item questionnaire consists of a 5 point Likert scale with responses ranging from very dissatisfied to very satisfied. The MSQ short form produced test-retest reliabilities of .89 and internal-consistency reliability estimates of .90. The MSQ produced criterion-related evidence of validity. This was done by measuring the relationship between the widely accepted Job Descriptive Index (JDI) and the MSQ.

Significant Other Satisfaction

Significant other satisfaction was determined by using the Dyadic Adjustment Scale (DAS) (Spainer, 1976). The DAS consists of 32 items (Appendix C). This scale has been designed to assess the satisfaction of marital relationships and like dyads. The DAS produced internal consistency reliabilities of .96 and test-retest reliabilities of .96. When tested for

content validity, the DAS items were virtually all ranked as very important when attempting to accurately categorize a marriage or like dyad (Spainer, 1976).

Procedures

The participants were informed of the survey's purpose through the implementation of a cover letter (Appendix D). The participants were also informed of their rights as human subjects. This was accomplished by use of a participation consent letter (Appendix E). Participants signed the form before filling out the questionnaire. Once the participants signed the participation consent form, they were asked to fill out the two questionnaires discussed above and the demographic profile sheet. The participants were then asked to complete the questionnaires. Individuals were allowed to complete the survey on their own time within the next week. A manilla envelope was left at each place of business where the questionnaires could be placed anonymously when completed. At the end of the week the completed questionnaires were collected. All information was kept confidential.

Statistical Design

Correlations and Analysis of Variance (ANOVA) were the statistical analyses implemented. Correlations were performed to assess the following relationships:
(a) significant other satisfaction and job

satisfaction, (b) age and job satisfaction, and (c) age and significant other satisfaction. Analysis of Variance was used to investigate gender effects.

CHAPTER 3

RESULTS

Two variables were of primary interest in this study, job satisfaction and significant other satisfaction. Job satisfaction was determined by use of the Minnesota Satisfaction Questionnaire (MSQ) and significant other satisfaction was measured using the Dyadic Adjustment Scale (DAS). Gender and age were also considered as possible moderating variables. The data were analyzed using Analysis of Variance (ANOVA) and correlations. Means and standard deviations were calculated for each group (TABLE 1).

Correlations were performed to examine the relationship between job satisfaction and significant other satisfaction. A Pearson Product correlation coefficient was calculated for the DAS against the MSQ. Table 2 presents all correlation coefficients. As Table 2 indicates, the correlation between significant other satisfaction (DAS) and job satisfaction (MSQ) was not significant ($r=.044$). The first hypothesis in this study, there will be a positive correlation between job satisfaction and significant other satisfaction, was therefore rejected. It is important to note that a correlation coefficient of .044 is extremely low and suggests there is no relationship between these two

Table 1

Descriptive Statistics for the DAS and MSQ

Variable	<u>M</u>	<u>SD</u>
DAS (total)	110.32	20.34
DAS-Female	114.18	19.46
DAS-Male	105.84	20.74
MSQ (total)	74.83	11.09
MSQ-Female	76.84	9.59
MSQ-Male	72.50	12.33

Key:

DAS=Dyadic Adjustment Scale (significant other satisfaction); **DAS-Female**=Dyadic Adjustment Scale female scores only; **DAS-Male**=Dyadic Adjustment Scale male scores only; **MSQ**=Minnesota Satisfaction Questionnaire (job satisfaction measure); **MSQ-Female**=Minnesota Satisfaction Questionnaire female scores only; **MSQ-Male**=Minnesota Satisfaction Questionnaire male scores only.

Table 2

Correlation Coefficients for DAS, MSQ, and AGE as a Moderating Variable

	DAS	MSQ	AGE
DAS	1.00		
MSQ	.044	1.00	
AGE	-.070	.125	1.00

Key:

DAS=Dyadic Adjustment Scale (significant other satisfaction measure); MSQ=Minnesota Satisfaction Questionnaire (job satisfaction measure); AGE=Age

life domains. This finding is of great interest and will be discussed further.

An Analysis of Variance (ANOVA) was conducted to assess the effects of sex on DAS. Results of the analysis indicated no significant difference between men and women on the DAS ($F(1, 80) = 3.52, p > .05$). An ANOVA was also performed to investigate the effect of sex on MSQ. No significant difference was found ($F(1, 80) = 3.21, p > .05$). Based on these findings, the hypothesis stating women will have greater job and significant other satisfaction than men, is rejected. Although the hypothesis was not supported, both relationships were approaching significance in the predicted direction.

Correlation coefficients were calculated for age against the DAS score and age against the MSQ score. The correlations for age with significant other satisfaction (DAS) ($r = -.070$) and age with job satisfaction (MSQ) ($r = .125$) were not significant. Therefore hypothesis three, as age increases so will an individual's satisfaction with job and significant other relationships, was rejected.

CHAPTER 4

DISCUSSION

The purpose of this research was to examine the relationship between significant other satisfaction and job satisfaction. The influence of gender and age on the above two life domains were also examined. This study examined three hypotheses: (1) there will be a positive correlation between job satisfaction and significant other satisfaction; (2) women will have greater job and significant other satisfaction than men; and (3) as age increases, so will an individual's satisfaction with job and significant other relationships. All three hypotheses were rejected. Results clearly demonstrated no relationship between job and significant other satisfaction. Age was also found to be of no consequence when looking at job and significant other satisfaction. However, even though gender was not found to significantly influence one's job or significant other satisfaction, both relationships were approaching significance in the predicted direction.

Theoretical Implications

Two constructs close to significant other satisfaction are life satisfaction and marital/family satisfaction. The majority of researchers have found a positive relationship between job and life satisfaction

(e.g., Rain, Lane, & Steiner 1991; Staines, Pottick, & Fudge, 1986), and job and marital/family satisfaction (e.g., Evans, Pellizzari, Culbert, & Metzen, 1993; Osherson & Dill, 1983). Tait, Padgett, & Baldwin (1989) found a strong positive correlation between job and life satisfaction ($r=.44$) Judge and Wantanabe (1983) also found the two domains to be positively related. They concluded job and life satisfaction influence one another. In addition, Benin and Nienstedt (1985) found "spillover effects" suggesting the satisfaction with one's work life crossed over into one's marital/family life. The two constructs seemed to demonstrate a positive relationship.

The present study does not support an extension of the theoretical model established by a variety of researchers for significant other satisfaction and job satisfaction. The correlation between job and significant other satisfaction was extremely low.

In the early 1980's only a few researchers reported findings of no significant relationship between job and marital/family satisfaction and job and life satisfaction. Freudiger (1983) believed work and marital/family relationships to be separate areas and to possess no influence on one another. Rice, Near, and Hunt (1980) concluded the variables of life and job satisfaction were weakly or not at all related. They

found correlations between the two domains to be as low as $r=.05$. This study presented findings more similar to these early discoveries with $r=.044$.

The results of this study suggest that the earlier conclusions regarding the relationship between job and significant other satisfaction may be correct. There seemed to be a "bandwagon" effect take place after 1983 in which the great majority of researchers believed there to be and then found a positive correlation between job and marital/significant other satisfaction. Due to the wide range of correlations found in the research regarding the two life domains, it is possible that no relationship exists and the presently accepted theoretical model may be false.

Research Implications

This study included more than just married individuals when looking at the relationship between job and significant other satisfaction. A significant other relationship was considered to be any individual one was living with in an intimate relationship, such as marriage or a similar dyad (Spanier, 1976). However, all cited literature referred only to married individuals. This was due to the lack of research examining the broader domain of significant other satisfaction. It was stated earlier in this research that although significant other satisfaction and

marital satisfaction are very similar, they may be slightly different and therefore literature pertaining to marital satisfaction does not offer conclusive answers regarding significant other satisfaction. It is possible that including those who are not legally married in the sample, may alter the results. This study produced a much different outcome than previous work. It is possible the group of individuals left out of previous research (significant others who are not married) affected the results more than anticipated when developing the hypotheses.

In addition, this study contained a relatively large and diverse sample size. There were a wide variety of occupations in a diverse group of businesses for the purpose of generalizability. Much of the past research has contained samples from a limited number of occupations and businesses. Since this study incorporated a large variety of jobs into one study, it is possible the results differed from previous findings in some part due to the diversity. It is possible certain areas of business or occupations will demonstrate a relationship between job and significant other satisfaction, while other areas of business may show no relationship. This study indicated that when looking at a wide range of jobs and people, no relationship existed.

Furthermore, the findings in this study may be limited due to the fact that both job and significant other satisfaction are very personal life domains. Even though participation was voluntary and confidential, participants may answer questions in a biased manner because of the fear that their responses may be seen by their employer or life partner. This fear may have been escalated because the majority of participants filled out the questionnaire at work. Those who did not fill out the questionnaire at work did so at home.

Finally, another limitation of this study was related to the above concern. The fact that participants needed to be able to complete the questionnaire on their own time due to work demands, allowed for an uncontrolled variable. It is possible that where the questionnaire was completed may have skewed the results.

Practical Implications

Productivity and profit continue to be main concerns in corporate America. Job satisfaction becomes important to employers because of the long standing assumption that satisfied workers will be more productive workers. Hence, more productive workers create a larger profit for the company. An increasing trend in businesses today is to look at the whole

person when trying to attain the maximum productivity level. Tait, Padgett, and Baldwin (1989) are among many researchers stressing the importance of looking at work variables in the presence of extrawork experiences and concerns. Marital/significant other satisfaction is one nonwork experience often included in the overall work picture. This research would suggest Human Resource Administrators would be better off concentrating on other life domains and their effects on job satisfaction and hence productivity level. Money and time may be wasted if too much attention is spent on a relationship that does not exist.

Summary and Conclusions

The purpose of this study was to examine the relationship between job satisfaction and significant other satisfaction. This study addressed three predictions: (1) there will be a positive correlation between job satisfaction and significant other satisfaction; (2) women will have greater job and significant other satisfaction than men; and (3) as age increases, so will an individual's satisfaction with job and significant other relationships. Hypothesis one and three were both rejected. There was a surprisingly low correlation between job and significant other satisfaction. However, even though hypothesis two was rejected, both relationships:

(1) job satisfaction by sex; and (2) significant other satisfaction by sex were approaching significance and in the predicted direction.

Future Research

Further research should include an analysis by breakdown of occupation when looking at the relationship between job and significant other satisfaction. It would be very interesting to look at the effects of specific occupations on the relationship between the two life domains. When investigating the job satisfaction/significant other satisfaction relationship, it would also be beneficial to look at married individuals and unmarried individuals separately, as well as a whole. In addition, a more controlled and less threatening environment for gathering job and significant other satisfaction would be optimal in future research.

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APPENDIX A
Demographic Profile

Demographic Profile

1. Which of the following choices best characterizes your occupation?
(CIRCLE ONE)
 a) Sales b) Human Service c) Education d) Clerical
 e) Production f) Management g) Construction
 h) Other, Please Specify _____

2. What shift do you work? (CIRCLE ONE)
 a) Day b) Evening c) Graveyard d) Rotating

3. What is your age? _____ years (PLEASE COMPLETE)

4. What is your gender? (CIRCLE ONE) a) Female b) Male

5. What is your race? (CIRCLE ONE)
 a) African-American b) Asian-American c) Caucasian
 d) Native-American e) Hispanic-American
 f) Other (please specify) _____

6. What is your marital status? (CIRCLE ONE)
 1) Married 2) Living with Significant Other

7. How long have you been with your significant other? (FILL IN)
 _____ Months _____ Years

8. How long at present job? (FILL IN) _____ Months _____ Years

APPENDIX B

Minnesota Satisfaction Questionnaire

APPENDIX C

Dyadic Adjustment Scale

Most persons have disagreements in their relationships. Please indicate below the approximate extent of agreement or disagreement between you and your partner for each item on the following list. Circle the star under one answer for each item.

	Always Agree	Almost Always Agree	Occasionally Disagree	Frequently Disagree	Almost Always Disagree	Always Disagree
1. Handling family finances.....	*	*	*	*	*	*
2. Matters of recreation.....	*	*	*	*	*	*
3. Religious matters.....	*	*	*	*	*	*
4. Demonstrations of affection.....	*	*	*	*	*	*
5. Friends.....	*	*	*	*	*	*
6. Sex relations.....	*	*	*	*	*	*
7. Conventionality (correct or proper behavior).....	*	*	*	*	*	*
8. Philosophy of life.....	*	*	*	*	*	*
9. Ways of dealing with parents or in-laws.....	*	*	*	*	*	*
10. Aims, goals, and things believed important.....	*	*	*	*	*	*
11. Amount of time spent together.....	*	*	*	*	*	*
12. Making major decisions.....	*	*	*	*	*	*
13. Household tasks.....	*	*	*	*	*	*
14. Leisure time interests and activities.....	*	*	*	*	*	*
15. Career decisions.....	*	*	*	*	*	*

	All The Time	Most Of The Time	More Often Than Not	Occasionally	Rarely	Never
16. How often do you discuss or have you considered divorce, separation, or termination of your relationship?.....	*	*	*	*	*	*
17. How often do you or your mate leave the house after a fight?.....	*	*	*	*	*	*
18. In general, how often do you think that things between you and your partner are going well?.....	*	*	*	*	*	*
19. Do you confide in your mate?.....	*	*	*	*	*	*
20. Do you ever regret that you married (or lived together)?.....	*	*	*	*	*	*
21. How often do you and your partner quarrel?.....	*	*	*	*	*	*
22. How often do you and your mate get on each others' nerves?.....	*	*	*	*	*	*

	Every Day	Almost Every Day	Occasionally	Rarely	Never
23. Do you kiss your mate?.....	*	*	*	*	*

	All Of Them	Most Of Them	Some Of Them	Very Few Of Them	None Of Them
24. Do you and your mate engage in outside interests together?.....	*	*	*	*	*

How often do the following occur between you and your mate?	Never	Less Than Once A Month	Once Or Twice A Month	Once Or Twice A Week	Once A Day	More Often
25. Have a stimulating exchange of ideas.....	*	*	*	*	*	*
26. Laugh together.....	*	*	*	*	*	*
27. Calmly discuss something.....	*	*	*	*	*	*
28. Work together on a project.....	*	*	*	*	*	*

These are some things about which couples sometimes agree or disagree. Indicate if either item caused differences of opinions or were problems in the past few weeks.

	Yes	No
29. Being too tired for sex.....	*	*
30. Not showing love.....	*	*

31. The stars on the following line represent different degrees of happiness in your relationship. The middle point, "happy," represents the degree of happiness of most relationships. Circle the star above the phrase which best describes the degree of happiness, all things considered, of your relationship.

*	*	*	*	*	*	*
Extremely Unhappy	Fairly Unhappy	A Little Unhappy	Happy	Very Happy	Extremely Happy	Perfect

32. Which of the following statements best describes how you feel about the future of your relationship? Circle the letter for one statement.

- A. I want desperately for my relationship to succeed, and would go to almost any length to see that it does.
- B. I want very much for my relationship to succeed, and will do all I can to see that it does.
- C. I want very much for my relationship to succeed, and will do my fair share to see that it does.
- D. It would be nice if my relationship succeeded, but I can't do much more than I am doing now to keep the relationship going.
- E. It would be nice if it succeeded, but I refuse to do any more than I am doing now to keep the relationship going.
- F. My relationship can never succeed, and there is no more that I can do to keep the relationship going.

APPENDIX D
Cover Letter

Thank you for agreeing to participate in this study. This study is designed to investigate the relationship between job satisfaction, and satisfaction with a significant other. Significant other is defined as any individual one is living with in an intimate relationship, such as marriage or a similar dyad (relationship). The information you supply will be completely confidential, and there will be no way to connect you with the answers you supply.

Please answers the questions as honestly as possible. Make sure you answer each question, and only give one response per question. When you have completed the 3 page questionnaire, please put your packet in the manilla envelope.

Thank you very much for your participation. If you would like a copy of the results, please write or call, Cheree Anthony Encapera, 520 W 4th Ave. Eldorado, KS 67042 (316)-321-6015.

Again, thank you for your participation.

APPENDIX E
Participation Consent Letter

Participation Consent Letter

Please read this consent form. If you have any questions, ask the experimenter and she will answer the question.

You are invited to participate in a study examining the relationship between job satisfaction and satisfaction with a significant other. You will be filling out a questionnaire with various questions regarding these areas.

Information obtained in this study will be completely anonymous. There will be no way to connect you to the answers you provide. Your participation is completely voluntary. If you wish to discontinue your participation in the study, you may do so at any time. There is no risk or discomfort involved in participating in this study.

If you have any questions or comments about this study, please feel free to talk to the experimenter. If you have additional questions after the completion of the study, you may contact Cheree Anthony Encapera at 316-321-6015. Thank you very much for your participation.

I, _____, have read the above
 (please print name)
 information and have decided to participate. I realize
 I may terminate my participation in the study at any
 time.

 (signature of participant)

 (date)

 (signature of experimenter)

THIS PROJECT HAS BEEN REVIEWED BY THE ESU COMMITTEE FOR
 THE PROTECTION OF HUMAN SUBJECTS.

Permission to Copy Page

I, Susan Cheree Anthony-Encapera, hereby submit this thesis to Emporia State University as partial fulfillment of the requirements for an advanced degree. I agree that the Library of the University may make it available for use in accordance with its regulations governing materials of this type. I further agree that quoting, photocopying, or other reproduction of this document is allowed for private study, scholarship (including teaching) and research purposes of a nonprofit nature. No copying which involves potential financial gain will be allowed without written permission of the author.

S. Cheree Anthony Encapera
Signature of Author

March 12, 1996

Date

The Job Satisfaction-Significant Other
Satisfaction Relationship

Title of Thesis

W. Cooper
Signature of Graduate Office Staff Member

April 23, 1996
Date Received