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**The effect of relocation on the career of the trailing spouse**

**McRell, Juanita Marie, M.A.**

**The University of Arizona, 1994**

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**THE EFFECT OF RELOCATION ON THE CAREER  
OF THE TRAILING SPOUSE**

by

**Juanita Marie McRell**

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A Thesis Submitted to the Faculty of the  
**SCHOOL OF FAMILY AND CONSUMER RESOURCES**

In Partial Fulfillment of the Requirements  
For the Degree of

**MASTERS OF ARTS  
WITH A MAJOR IN COUNSELING AND GUIDANCE**

In the Graduate College

**THE UNIVERSITY OF ARIZONA**

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SIGNED:

*Juanita Marie McRell***APPROVAL BY THESIS DIRECTOR**

This thesis has been approved on the date shown below:

*Betty J. Newlon*

Betty J. Newlon

Associate Professor of

Family and Consumer Resources

*March 30, 1994*

Date

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**DEDICATION**

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## **ABSTRACT**

Despite misgivings about the effect of relocation on the family, companies are relocating a record number of employees. Particularly effected by these transfers is the significant other in the relationship - the trailing spouse.

The purpose of this study was to determine the effect relocation has on the career of the trailing spouse. Participants of this study were women over the age of 18 who were currently married and had relocated because of their husband's career. To assess the effect, the Career Development Questionnaire was developed and administered.

Results of this study showed there was a significant difference in attitude toward relocation between the homemaker and those who chose careers outside the home. The homemakers stated that relocating had no effect on their careers. Due to relocation, the career group agreed they had to: change occupations, change career goals, and take lower positions or salaries in order to find work.

## Chapter 1

### INTRODUCTION

Over the last two decades the face of American business has changed. No longer is there the security of joining a company early in one's career and staying there until retirement. The decline of the major manufacturing industries in the North, the growth and development of new service and information industries, and continued demographic and business shifts have made this a time of major occupational and geographical transition for individuals and families (Ramey & Cloud, 1987).

Mobility is a characteristic of modern society. Each year one-fifth of the U.S. population packs its belongings and establishes a new address (Ramey & Cloud, 1987). Employees of major U.S. corporations may expect to be transferred every three to five years; those in managerial positions move every two to three years (Brett, 1982). These transfers are ordered by the company because it is more cost-effective to relocate highly-trained workers than to train new ones, especially in high-technology industries (Bayes, 1989).

Corporations are continuing to transfer large numbers of employees despite rising costs and concerns about the effect of transfer on the well-being of employees and their families. Employees accept transfers to take advantage of opportunities for career development and to avoid negative career consequences if they turn down a transfer, despite misgivings about the effect of the transfers on their spouses and children (Brett, 1982). While these

relocations are usually promotional in nature and beneficial to the employee, major corporations fail to consider the effects of the constant movement on the employee's family, particularly on the significant other in the relationship.

The employee making the career-related move is usually a husband and only rarely a wife (Bayes, 1989, Neims, 1986). Often, the accompanying partner makes the move with the sole purpose of maintaining the relationship, and may not benefit from the move in other ways. That partner has been called the trailing spouse (Bayes, 1989, p. 280). Although this situation can arise for any type of couple, this study will deal with the majority, which is a wife following her husband in relocation.

Two labor trends suggest that the number of trailing spouses will continue to increase. First, corporations are engaging in a record number of acquisitions, mergers, reorganizations and downsizings - organizational changes that quite often lead to employee job change, and in many cases, geographic change. The second trend is related to the growing number of dual career couples; some sources estimate that as many as half of the employees in our workforce are part of a dual career couple. An employee relocation today, therefore, is much more likely to affect two careers (Shahnasarian, 1991, p. 179).

Stress results when patterns of living are disrupted. Events can lead to stress by intensifying life strains, particularly role strains, or by generating new strains. Role strains are likely to result in stress when they lead to diminishment of the sense of self - that is, diminishment of mastery and self-esteem. When an

individual feels helpless to influence her life, unable to express what she feels, and is lacking in supportive resources to help her deal with such stress, symptoms of the stressed condition are likely to arise. This is often the situation for the trailing spouse. The partner for whom the move has been made may experience stress also, such as pressure for performance, but has an organization to welcome and contain him, offering colleagues, connections, work and recreational activities, and status enhancement. The trailing spouse enters as an uninvited stranger (Bayes, 1989, p. 282).

In her 1989 article, M. Bayes identifies numerous difficult emotions experienced by the trailing partner. Emotions that many times cannot be acknowledged but which emerge with frequency and need to be addressed include: (1) grief over losses of friends, work, home, and identity, (2) anger, resentment, and dependency, and (3) shame. The area of interest for this study concerns the grief over loss of work - - - the trailing spouse's separation from her career.

Review of the characteristics of women's occupational experiences has led to the identification of seven career patterns by Super. The seven identified career patterns were:

1. *The stable homemaking career pattern.* The woman marries soon after her formal education and has no significant work experience outside of the home.
2. *The conventional career pattern.* After completing formal

education, the woman works for a few years prior to marriage or childbearing. Upon marriage or childbearing the woman leaves the job market permanently.

3. *The stable career pattern.* The woman completes formal education and enters full-time work on a permanent basis. This is not markedly affected by marriage or childbearing.
4. *The double-track career pattern.* The woman enters the work force after formal education, then marries and combines the work and homemaking experiences. Work may be interrupted for brief periods by childbearing.
5. *The interrupted career pattern.* A pattern in which work begins after formal education, but with marriage and childbearing a long interruption occurs, often for eight to ten years. After children become relatively independent, the woman reenters the labor market in the same field.
6. *The unstable career pattern.* The woman combines work, marriage, and childbearing in a relatively sporadic and unsystematic way. Entering and leaving jobs may primarily reflect economic necessity or other personal circumstances. The nature of the work may vary widely from one job to another, reflecting the nature of job opportunities rather than personal planning or preference.

7. *The multiple-trial career pattern.* The woman tries a series of unrelated job, persisting and progressing in none (Blocher, 1989, p. 21).

The unstable career pattern best describes the career development of the trailing spouse. Often the trailing spouse cannot maintain a career in the face of multiple moves and must settle for less desirable jobs or give up on employment completely. If the trailing spouse does find a job in the new location, it usually means that she takes a lower position or lower salary than formerly, or both. She may have to start again at the bottom of her profession or she may even have to change occupations in order to find work (Bayes, 1989).

Here a major distinction must be made between careers and jobs. Most women do not have careers; they have jobs. Careers involve employment in which some realistic expectation of upward occupational and financial mobility is expected and available. In contrast, jobs offer limited opportunities for advancement, responsibility, and authority, are paid by the hour, and promise little significant increase in financial reward for achievement or for longevity of employment (Hertz, 1986, p.5).

The inability to find satisfying work, being demoted in one's profession, lowering one's career goals, feeling diminished professionally - all are major stressors for the trailing spouse (Bayes, 1989). It was because of these stressors and the trend toward continued corporate relocations that the decision was made to conduct this study.

### **Purpose of the Study**

The purpose of this study is to determine the effect relocation has on the career of the trailing spouse. A group of women who had relocated as a result of their husband's careers were surveyed. The majority of these women had husband's with corporate or military careers but other careers were not excluded.

### **Questions for Consideration**

In an attempt to understand the effect of relocation on the career of the trailing spouse, the study asked the following questions:

- (1) Is there a correlation between career satisfaction and number of relocations?
- (2) Do career goals diminish with relocation?
- (3) Does self-esteem decrease with the number of relocations?
- (4) Do multiple relocations result in a change in career?
- (5) Does relocation discourage the trailing spouse from pursuing a career?
- (6) Do those women who choose homemaking as a career have a different opinion of relocation than those who choose other career paths?

### **Definition of Terms**

Definitions of key terms contained in this study are as follows:

Trailing Spouse - person who has relocated as a result of their spouse's career,  
in this study, the wife.

Relocation - a change of residence from one geographic location to another  
(Ramey & Cloud, 1987).

Career - employment in which some realistic expectation of upward occupational  
and financial mobility is expected and available (Hertz, 1986).

Job - employment that offers limited opportunities for advancement,  
responsibility, and authority, are paid by the hour, and promise  
little significant increase in financial reward for achievement or for  
longevity of employment (Hertz, 1986).

Self-esteem - a negative or positive attitude toward the self ( Rosenberg, 1965).

### **Assumptions**

In this study the following assumptions were made:

- (1) Participants were able to read and understand the questionnaire.
- (2) Participants responses to the questionnaire were honest and truthful.
- (3) Information gathered from participants in the study was generalizable  
to a larger population.

### **Limitations**

The limitations of this study are as follows:

- (1) Data were self-reported.

- (2) Since participants were all selected by convenience sample, representativeness and generalizability of the sample is limited.
- (3) A self-constructed instrument was used and therefore not tested for reliability and validity.

### **Summary**

The purpose of this study was to examine the effect relocation has on the career of the trailing spouse, i.e., the wife. The majority of the women surveyed had husband's with military or corporate careers. Questions for consideration, definition of terms, assumptions, and limitations of the study were outlined in this chapter. The following chapters will contain the review of literature, methodology, results, and discussion and recommendations.

## **Chapter 2**

### **LITERATURE REVIEW**

The purpose of this study was to determine the effect relocation has on the career of the trailing spouse. In this chapter the following literature will be reviewed; the changing face of American business, women's career theory and how trailing spouse issues effect career.

#### **The Changing Face of American Business**

The United States in 1776 was primarily agricultural and preindustrial. An average workweek was 60 to 70 hours and the work performed was essentially physical labor. By 1850 the steam railroad became a major influence. The U.S. population soared and the states expanded rapidly. The work situation changed markedly. Increasing numbers of men began working in factories. Northeastern factories and mining towns produced coal, iron and textiles (Jackson, 1991).

Through the 1890's and into the 20th century there was a time of accelerated industrial growth. The decades after the Civil War showed an almost complete transformation of the economy from agricultural to industrial, from rural to urban. By 1925, factories that had been producing armaments for World War I began turning out cars and home appliances. The concept of the good life - a new American Age, brought prosperity to the middles classes for the first time in world history. However, as white-collar work increased, large

numbers of the blue-collared were over-worked and underpaid, or unemployed and homeless. Farmers faced bankruptcy. The stock market crash in 1929 brought the insecurity of unemployment and poverty. Roosevelt's New Deal and ten years of hard work brought reconstruction and renewal (Jackson, 1991, Nevins & Commanger, 1976, Blum, Morgan, Rose, Schlesinger, Stamp & Woodward, 1977).

Since 1900, dramatic changes have touched every important dimension of women's lives. Before the turn of the century, the majority of women died before the age of twenty-one. For those who lived, childbearing and childrearing took up a good part of the middle years. A woman with a high school education, let alone college, was a rarity. Only about one-fifth of all adult women had paid employment. The 1920's launched the United States into a modern and predominantly urban society, yet the benefits of household conveniences and rising education were still largely confined to a rather small urban middle class. The lives of educated women were still expected to revolve around home and family and volunteer work in the community. The Depression decade of the 1930s continued the expectation that women would not work outside the home, however, it was different in one important respect: a wife was permitted to work out of necessity if her husband was unemployed. But women were made to feel that their working took jobs away from men and not having to work was still considered more desirable (Hulbert & Schuster, 1993).

World War II dramatically and briefly changed women's role in the

workforce. Women took jobs as assembly-line workers and welders to maintain production while the men went to war. After the war, however, the women were demobilized to make room again for returning veterans. The late 1940's and early 1950's were a time of home and family rebuilding. The 1960's became a major turning point, economic changes were pulling more women into the labor force; the growth of the civil rights movement and the resurgence of feminism challenged the traditional female role (Hulbert & Schuster, 1993, Van Horn, 1988). Since 1960 there has been a sizable increase in the participation rates of all women under sixty-five in the labor force. The fastest increase has occurred among women aged twenty to thirty-four. The increase in participation rates for this group has been tied to a decline in the birthrate and an increase in the divorce rate over this period (Freeman, 1984).

Educated women were inclined, at first, to choose between a career and a family, but by the 1920's a few pioneers had successfully maintained professional lives even though they were married and had children. This dual track did not become common among educated women, however, until the 1960's and 1970's. Only after the relaxation of rules barring married women from such jobs as teaching (in the 1950's) did many young married women combine family activity with paid employment (Hulbert & Schuster, 1993, p. 56).

With the 1980's came the decline of major manufacturing industries in the North. With this decline came the growth and development of new service and information industries. Business began to take on a more global emphasis.

Rural America, long considered the stable backbone of the nation, was now in economic crisis; families who had lived on the land for generations were forced to find new livelihoods, more often than not requiring a geographic relocation. Mines closed, emptying out towns where mining was both the economic livelihood and way of life for a community. Cities, like Houston, booming in the early 1980's because of the oil industry went deep into recession and unemployed residents were forced to look elsewhere for work (Ramey & Cloud, 1987).

In the 1990's, four out of five jobs are now in the service sector. Fifty percent of all jobs are information jobs. The technology of telecommunications and computers has, and is revolutionizing the forms of work. The fastest-growing segment of the labor pool is married women (Jackson, 1991, p. 52).

Corporations are engaging in a record number of acquisitions, mergers, reorganizations and downsizings - organizational changes that quite often lead to employee job change and, in many cases, geographic change (Shahnasarian, 1991). Globalization of the business world is here, with its myriad implications for human resource management. One increasingly critical - and expensive - aspect is the international relocation of employees, now seen as a major factor in corporations' quest to gain competitive advantage in the world market. Companies are using the overseas assignment to expand into foreign market, train employees in international trade, share technical and managerial skills with subsidiaries and partners abroad, and improve relations with foreign clients

(Kilgore & Shorrock, 1991, p. 271).

Today, the average family picks up and changes location once every four to five years until midcareer. Given the regional, pan-national, global emphasis of the organizations we work with, these moves are often essential to career growth (Jackson, 1991, p. 71).

A 1987 study published by the Employee Relocation Council reported that two income families accounted for 55 percent of married couples and that this figure should increase to 63 percent by the year 2000. Many companies are reporting that up to 70 percent of their transferees are married with working spouses (Kahnweiler, 1991). With the changes in the organization of American business and the growing number of dual career couples, the number of trailing spouses will continue to increase.

As companies are transferring employees with increasing regularity, a rising resistance to relocation is being reported. One explanation could very well be dual career couples' concern for finding satisfactory employment for both partners. If no effort is made to accommodate the relocated spouse's career development, then the chances of the couple declining the relocation offer are increased (Kahnweiler, 1991).

The motivation by organizations to offer spouse career assistance has in part been influenced by employee's rising resistance to relocate. Cost containment has also been a motivator. It cost approximately \$40,000 to relocate a homeowning employee. When one considers this figure as well as a

salary, bonus and training costs, it becomes imperative that companies capitalize on their investment (Kahnweiler, 1991, p. 241).

Another demographic change makes the dual career issues even more important. Projections show that the educationally qualified labor pool is shrinking. Not only will more employees be part of a dual career couple in the coming decade, but companies may very well have to compete more intensely to attract and retain these people (Kilgore and Shorrock, 1991).

In international relocation, still another factor makes the dual career couple a particular concern. Studies have shown that the primary reason for failed overseas assignments is the spouse's inability to adjust. Furthermore, the cost of such failure can be enormous, averaging between \$55,000 - \$85,000 according to one study completed over a decade ago. Needless to say, the challenge of adapting to a foreign environment can be exacerbated for the spouse who has had to relinquish her home country career and perhaps abandon employment altogether (Kilgore & Shorrock, 1991).

Relocation experts agree that both the external and psychological difficulties of relocation strongly impact the employee's ability to become productive on the new job. Transferred employees take an average of eight months to become productive and this figure rises to 9.5 months with the relocation of upper level managers. When stress is lowered, the relocated employee can turn attention away from the upset of resettling the family and concentrate fully on the new position thus becoming productive more quickly

(Benjamin & Eagles, 1991).

Due to the increase in relocations, dual career couples in the workforce, and rising costs of relocation, corporations and all organizations have the challenge of meeting the needs of the trailing spouse. By not doing so, they run the risk of being unable to capitalize on their investments and attract an educationally qualified labor pool.

### **Women's Career Theory**

The career development of women has received only superficial attention by career-development theorists. The need for career-development theories free of gender-role stereotyping has been suggested (Zunker, 1990).

Donald Super is one of the major career-development theorists who addressed career-development patterns of women. In 1957 he classified these patterns into seven categories: (1) stable homemaking, (2) conventional, (3) stable working, (4) double track, (5) interrupted, (6) unstable, and (7) multipotential (Zunker, 1990). The career patterns for women emphasized, in 5 out of 7 categories, that women are expected to pursue the role of wife/homemaker, regardless of what else they may choose (Northcutt, 1987).

In 1966, Ginzberg considered three lifestyle dimensions for women. These three lifestyle dimensions included (1) *traditional* (homemaker oriented), (2) *transitional* (more emphasis on home than job), (3) *innovative* (giving equal emphasis to job and home). While these dimensions seem realistic among women, Zunker feels it is important to add a fourth dimension, that of *career-*

*oriented*, one in which the highest priority is given to the development of a career (Zunker, 1990).

According to Psathas (1968) occupational choices for women are greatly influenced by home and family responsibilities. Social class, attitudes generated by marriage, financial resources, educational level, and cultural values of past and immediate families are major determinants influencing occupational choice (Zunker, 1990). Psathas (1968) claimed that women's occupational choices are not made independently of other variables (marriage, timing of children, and spouses' attitudes). These variables are not considered in theories of career development for men and therefore, separate concepts to explain the process in women are essential (Osipow, 1983).

In 1969, Zytowski specified three vocational development patterns of women. These patterns which closely follow the lifestyle dimensions of Ginzberg are: (1) mild vocational, (2) moderate vocational, and (3) unusual vocational (Zunker, 1990). Zytowski takes the controversial position that the homemaker role for women is exclusive because of its impact on entry into and persistence in the labor market, as well as the level of the work the woman performs in her career (Osipow, 1983). Through vocational participation, a woman may change her modal lifestyle. Patterns of vocational participation for women are determined by age at entry, the length of time the woman works, and the type of work undertaken. Individual motivation, ability, and environmental circumstances such as financial needs are further determinants of vocational

patterns (Zunker, 1990).

Sanguiliano in 1978 emphasized the theme of different and special needs of women. While she believed that women follow a serial life pattern, she pointed out that there are unique times of hibernation, renewal, postponement, and actualization. Spencer in 1982 supported Sanguiliano's denials that *women's development follows the rigid progression suggested by life-stage theorists*. Spencer and Sanguiliano suggested that (1) women experience intense role confusion early in their development, (2) women are more inhibited in their self-expression, (3) women tend to delay their career aspirations in lieu of family responsibilities, and (4) women's development patterns are more individualized (Zunker, 1990).

Another career development theorist, Anne Roe, focused on the early relations within the family and their subsequent effects upon career directions of individuals. She emphasized that early childhood experiences were important factors in finding satisfaction in one's chosen field. She classified all occupations into two major categories: *personality-oriented*, and *non-person-oriented* (Northcutt, 1987).

Osipow (1983) noted that theories of career development have, since their beginning, focused on men. The theories continued to focus on the male population until the 1960s when the number of women began increasing in the workforce. Until that time there were several long held assumptions about women and work. These assumptions were: (1) the primary roles of women

were those of wife and mother and their work revolved around household/domestic and childcare responsibilities; (2) women who do work do so only because of unfortunate need and because of this unfortunate need their career goals/needs would be different; (3) any male career development theory would generalize to an explanation of women's career development.

Fitzgerald and Betz (1983) challenged the first assumption of women's place being exclusively in the home, maintaining that women working outside the home in ever-increasing numbers are a vital part of the labor force and that women whose adult lives will not include work outside the home are increasingly becoming the exception rather than the norm.

Secondly, Fitzgerald and Betz's review of research indicated that the majority of young women prefer to combine marriage and career pursuits in their adult lives. The assumption that women's career development can be described or predicted using existing theories also is untenable according to Fitzgerald and Betz because of some clearly evident sex differences relevant to vocational choices and patterns. These were: (1) women tended to be concentrated in a small number of traditionally female jobs and professions; (2) career aspirations of young women continuing to focus on stereotypically female occupations; (3) the socialization of women to pursue the same role (traditionally female) regardless of their individual capabilities and talents; and finally, (4) women's career development involves one more step than that of men. Women must decide if employment is to be a major focus in their life, and if so, whether they

choose to juggle roles of career/spouse/parent (Northcutt, 1987, p.12-13).

In 1984, Helen Astin proposed a new model of career development which can be used to explain the occupational behavior of both genders. Drawn from Roe's career development theory and Bandura's social learning theory, she demonstrates how women's occupational expectations are shaped by socialization experiences. She labels it a *sociopsychological model* because it includes both personal characteristics and social forces and how these two variables interact. It is a developmental model with four major constructs; motivation, expectations, sex-role socialization and the structure of opportunity (Northcutt, 1987).

### **How Trailing Spouse Issues Effect Career**

Bayes (1989) contends that when families move on the basis of the husband's job the relocation is hardest for women who also have a career. Furthermore, wives who moved with their husbands were significantly less likely to become employed in the new location, compared to their original location. If the accompanying partner does find a job, it often means that she takes a lower position or lower salary than formerly, or both. She may have to start again at the bottom of her profession; she may even have to change occupations in order to find work. Often, the trailing spouse cannot maintain a career trajectory in the face of moves, particularly with frequent moves, and thus must either settle for less desirable jobs or give up employment altogether (Bayes, 1989, p. 284).

Shahnasarian (1991) states that it is the trailing spouse - the spouse who

chooses to forsake his or her job to accommodate the other spouse's job relocation - who often finds the relocation most distressing. Leaving a job to move with one's partner involves risk. In addition to risking a potential loss of income and career momentum, the relocating spouse often loses a network of professional contacts, experiences a shift in job status, and often suffers a loss of personal identity and an erosion in self-confidence. In addition to the emotional and psychological effects of the relocation, the trailing spouse is also experiencing an important career transition which is often accompanied by yet additional stressors. Shahnasarian points out that some choose to use this transition to assess their careers and to make changes, others choose to continue developing their careers as they had prior to the move. An extended job campaign or excessive concern over career decision making can contribute to a confused vocational identity and, in some cases, a diminished self-concept.

Trailing spouses bring with them various issues. Preissler (1989) emphasizes that some perceive the relocation of their partner as an opportunity to change a personal career direction. Others have found it necessary to transfer their skills and experiences to the unique job market demands of a particular area. A person whose spouse receives an excellent opportunity through relocation comes with a personal sense of career direction in flux.

In their 1987 article, Ramey and Cloud state that the psychologically balanced person finds relevance and meaning in the work he or she has chosen. A person who is involved in work that is self-fulfilling will find that this

work enhances the rest of his or her life (p.154). When relocation occurs because of a promotion on the job, the employee may find that his or her fulfillment is enhanced. For the spouse and children, however, it may be a considerable challenge to develop the same degree of satisfaction that was present before the move.

Jennifer Kahnweiler (1991) points to the recent trend of couple's resistance to relocating. She claims that one explanation could very well be dual career couple's concern for finding satisfactory employment for both partners. If no effort is made to accommodate the relocated spouse's career development, then the chances of the couple declining the relocation offer are increased.

With the number of relocated employees increasing each year, corporations are quickly realizing that to stay competitive, they must offer more value in relocation to all employees and their families. The dominance of the dual career couple has forced many companies to re-package their dollars into up front benefits for employees extending beyond housing and mortgage allowances to programs for spouse employment and family adjustment (Benjamin & Eigles, 1991, p. 259). The most difficult problems cited by the employees and spouses surveyed by Benjamin and Eigles were not related to housing but to personal and family adjustments. These psychological issues of relocation are difficult to measure, but they present a real cost to the company. Families experience possible loss of the spouse's job and interruption of career goals. The more time an employee has to spend helping the family become

adjusted to the new area, the less productive he is for the company.

On the issue of resistance to relocation, Frye (1991) reiterates that this has come about due to the proliferation of dual career families. The wife and mother who formerly packed up the household today often brings home an income that can determine the family's standard of living. A couple's ability to qualify for a home mortgage, for example, may be contingent on their combined income - not the husband's alone. Further, the woman may be involved in a promising career that neither she nor her spouse wants to sacrifice for a relocation (p. 265). When a partner agrees to the company's relocation plans for his/her spouse, that partner sometimes feels that he/she is relinquishing power to the spouse and the company. However, the trailing spouse may, with counseling, discover a venture which offers exciting new career opportunities. Some spouses, both of whom have careers that require mobility, actually take turns as trailing spouses. Through this sort of agreement, they are able to deal with the dynamics of relocation in a way that helps dissipate potential anger problems.

Globalization of the business world has caused a new area of relocation to appear - international relocation. This provides a whole new set of problems and opportunities for the trailing spouse in the area of career. While it has many similarities to domestic relocation, Kilgore and Shorrock (1991) identify three ways in which it differs. First, some expatriate spouses may not be able to seek employment in the new location solely for legal reasons. Immigration laws

vary from country to country. Some governments - like that of the U.S. - do not permit, in many cases, employment of the spouse of a person coming to work in the country temporarily. Second, many overseas moves are to a country where the couple's native language is not commonly spoken. Obviously, this too can limit a spouse's options. Third, a move to another country always requires people to adapt to a different culture. This is a complex process that affects virtually every aspect of life. Understanding the process and particulars involved is essential if one is providing international spouse relocation assistance (p. 274).

### **Summary**

This chapter contained a literary review of the following areas: the changing face of American business, women's career theory and how trailing spouse issues effect career. The methodology used in this study will be discussed in Chapter 3.

## **Chapter 3**

### **METHODOLOGY**

The purpose of this study was to determine the effect relocation has on the career of the trailing spouse. The previous chapter reviewed literature pertinent to this study including the areas of; changes in American business, women's career theory and how trailing spouse issues effect career. This chapter will describe the population and sample used in the study, research design, data gathering instruments, procedures and data analysis.

#### **Population**

The population of this study was limited to women. The majority of these women were the spouses of men with corporate and military careers but other careers were not excluded. Participants of this study were restricted to women, 18 years of age or older, who were currently married and had relocated because of their husband's career.

#### **Sample Selection**

The research population for this study was selected by a convenience sample. Another method used was snowballing - in which participants lead the way to additional participants (Kerwin, Ponterotto, Jackson & Harris, 1993). These women were asked to voluntarily and anonymously participate by using a prepared subject consent statement (Appendix A). Participants understood that their participation was voluntary and that their consent to participate in the research project was signified by returning the survey materials.

## Research Design

A qualitative approach to research design was the most appropriate for the purposes of this study. The method used was not designed to test or measure implicit or explicit assumptions. Rather, the purpose of the study was to uncover the effect relocation had on the career development of the trailing spouse. As opposed to methods of data analysis in quantitative research, the analysis of data in qualitative research demand techniques of observation that allow the investigator to sort and separate the data, searching out patterns of association and assumption (Kerwin, Ponterotto, Jackson & Harris, 1993). Usually, qualitative studies produce narrative descriptions rather than numerical summaries. The end product or findings, represent the researcher's best effort to organize and present an accurate picture of what was learned (LoBiondo-Wood & Haber, 1990).

Within the domain of qualitative research, phenomenology research was the most suitable. The phenomenological paradigm is distinguished from other qualitative research models by its focus on the structure of consciousness as a special realm of inquiry. The purpose of phenomenological inquiry is to describe and illuminate the meanings of human experience that constitute the activity of consciousness (Hoshmand, 1989 p. 22). According to Lo-Biondo and Haber (1990) phenomenology regards human reality as contingent on the individual perspective in the world: this perspective is formed by one's location in it, one's personal history, and one's voluntary adoption of an array of possible points of

view. Phenomenology, then, aims to disclose and describe **lived experiences** (p. 194), in this study, the life experiences of the trailing spouse.

### **Instrumentation**

This study involved the use of two instruments. A review of literature aided in the construction of the data gathering instruments. An attempt was made to link items on the instruments with available theories and literature sources (Kerwin, Ponterotto, Jackson & Harris, 1993). The estimated time to complete all materials was approximately 20 minutes.

#### Demographic Information

The first instrument was a demographic questionnaire developed by the researcher titled the Personal Data Form (Appendix B). Questions one through eight of this questionnaire gathered information concerning the age of the participant and her spouse, years of marriage, number and ages of children, educational level of the participant and her spouse, total household income, and husband's career.

Question nine discusses the number of moves. It has been noted that even women with more-than-adequate personal resources may find it difficult to rebuild their identity two or three times (Seidenberg, 1973). The length of time at the present location is looked at in question ten. Newcomers are likely to feel more isolated their first year in a new location (Ramey & Cloud, 1987).

Questions 11, 12 and 13 deal with whether the trailing spouse was included in the decision to relocate and how she felt about the move. Before the

move, input into the relocation decision is likely to help the trailing spouse view the move more positively. A feeling of being forced to leave one's job, home and support systems can lead to anger and resentment; these feelings sometimes are not manifested until after the move has been made and, in some cases contribute to strain in the couple's relationship. Without a real voice in the decision to relocate, trailing spouses often feel that they have limited or no options - feelings that can lead to a sense of loss of control (Shahnasarian, 1991, Ramey & Cloud, 1987, Seidenberg, 1973, Hausman & Reed, 1991). The final two questions on the demographic questionnaire consider the trailing spouse's view of her career, whether or not she is employed outside the home and if she considers this employment a job or a career.

#### Career Development Questionnaire

The second instrument was the Career Development Questionnaire (Appendix C). This instrument was designed specifically for this study as a review of available instruments revealed none that were appropriate. The Career Development Questionnaire is a 33 item, 4 point self-report Likert Scale. As with any instrument used for purposes of noting a person's perceptions, thoughts and feelings, it is cautioned that the information obtained may be misleading due to the varying degrees of honesty and the participant's potential for falsifying information either to the extreme positive or negative.

The beginning of the Career Development Questionnaire instructed participants on how to mark the form. Keeping in mind that their first reaction to

an item was usually the most reflective of their feelings, they were given the choices of Strongly Agree (SA), Agree (A), Disagree (D) and Strongly Disagree (SD). An invitation was extended to comment on any statement.

Questions 4, 14 and 24 come from the Rosenberg self-esteem scale.

Rosenberg defined self-esteem as a positive or negative attitude toward the self. He distinguished between high self-esteem and low self-esteem, high self-esteem meaning that the individual respects himself, considers himself worthy, recognizes his limitations and expects to grow and improve. Low self-esteem Rosenberg saw as implying self-rejection, self-dissatisfaction, self-contempt. The individual lacks respect for the self he observes, and he wishes it were otherwise (Northcutt, 1987). It has been noted that feelings of helplessness surrounding the move, shame about being unable to deal effectively with emotions about the move, and perception of loss of important roles, significant values and self-identity can cause a decrease in the self-esteem of the trailing spouse (Ramey & Cloud 1987, Bayes, 1989, Hausman & Reed, 1991).

A goal is a planned for event. Goals help bring the future in to the present by giving you a clearer view of what your ideal future looks like (Lakein, 1973). Questions 2, 7, 11, 19, 25, 29 and 33 look at the area of goals. They were asked to determine if the participants were goal-oriented people and whether relocating had effected those goals.

The trailing spouse's attitude towards her husband's career was examined in questions 8, 17, 18 and 31. Because relocation is many times financially

beneficial, a trailing spouse may feel like she must not complain but rather present a pleasant facade at all times for the sake of her husband's career (Seidenberg, 1973). Because she may be in a position of total economic dependence, the trailing spouse may feel one way to repay this debt is to promote and enhance the well-being and status of her husband's career (Bayes, 1989).

Questions 15, 21, 23 and 27 deal with the positive aspects of relocation and are not necessarily related to the career aspect of this study. They were included because the research mentions that many people enjoy the challenges of relocation and feel that relocating has brought their family unit closer together (Brett, 1982, Hausman & Reed, 1991). They were added to bring a more positive atmosphere to the instrument.

The remaining questions (1, 3, 5, 6, 9, 10, 12, 13, 16, 20, 22, 26, 28, 30 and 32) deal with the trailing spouse's perception of her career and how relocation has affected it. If the accompanying partner does find a job, it often means that she takes a lower position or lower salary than formerly, or both. She may have to start again at the bottom of her profession; she may even have to change occupations in order to find work. Often, she cannot maintain a career trajectory in the face of moves, particularly with frequent moves, and thus must either settle for less desirable jobs or give up employment altogether. The inability to find satisfying work, being demoted in one's profession, lowering

one's career goals, feeling diminished professionally - all are major stressors (Bayes, 1989, p. 284).

The meaning of Reliability and Validity in qualitative research is different from that in quantitative studies. The issue of validity in qualitative research is a question of whether the researcher sees what he or she thinks he or she sees. Rigor in the standards that guide the process of data collection in the field is identified as the best check of validity. The researcher as an interpretive instrument is acknowledged as an inherent feature in qualitative approaches. All instruments, however, are considered by qualitative researchers to be bound by perspective or points of view (LoBiondo-Wood & Haber, 1990).

Content validity of the Career Development Questionnaire was established through analysis of instruments currently in use. In addition, experts in the area of career development assessed the instrument for face validity.

Reliability is the fit between the researcher's findings and what actually occurs in the situation under study. The estimation of reliability is based on two points of reference: the researcher's perspective and the context of the observations. One would not expect a single study to account for all perspectives on what actually occurs.

Data are generally collected in qualitative research until it becomes redundant or until no new information appears. Multiple sources of data are used in part as a means of cross-checking information and thereby checking both reliability and validity. Both the large volume of data and the length of data

collection serve to increase reliability and validity (LoBiondo-Wood & Haber, 1990).

### **Procedures**

Prior to data collection demographic and career development questionnaires were designed by the researcher. Human Subject's Committee approval was solicited and obtained (Appendix D). As previously stated, the purpose of this study was to examine the effect of relocation on the career of the trailing spouse.

The sample population was obtained using a convenience sample. The majority of the women participating in this study were the spouses of men with corporate or military careers but other careers were not excluded. Data were collected using self-report demographic and career development instruments. Completed questionnaires were anonymously returned to the investigator in self-addressed, stamped envelopes provided to participants.

### **Data Analysis**

The Career Development Questionnaire was coded by the researcher. In order to analyze the data the following statistical procedures were used: range, frequencies, percentages, means, standard deviations, correlations, and t-tests (Anastasi, 1988, Minium & Clark, 1982, Herzon & Hooper, 1976). The results from these procedures provided insight into the effect that relocation has on the career of the trailing spouse.

### **Summary**

This chapter covered the methodology used in this study. A convenient sample of women were asked to complete a demographic and career development questionnaire. A brief description of the research design, questionnaires, method of data collection, and data analysis were also introduced. The following chapter will present the findings of this study.

## Chapter 4

### RESULTS

The purpose of this study was to explore the effect relocation had on the career of the trailing spouse, as measured by the Career Development Questionnaire. The questions asked in this instrument were divided into the categories of: career satisfaction, self-esteem, career goals, change in career, pursuit of career and attitude toward relocation. Chapter 4 will present characteristics of the sample population and statistical analysis of the data collected.

#### **Population Description**

The population for this study consisted of women, over the age of 18, who had relocated because of their husband's career. A total of 90 questionnaires were distributed. The number returned was 49, two of which were incomplete and unusable, leaving a sample size of 47. Of the 47 participants, 23 were employed outside the home and 24 worked inside the home (Table 1). Twenty of the 47 women considered homemaking to be their career (Table 2). The other 27 women chose careers outside the home. Data were analyzed twice, the first time for the total group and a second time dividing the group between those who considered homemaking their career and those who chose other career paths. For ease of reporting, the group who chose homemaking as a career will be referred to as *homemakers* and the group who chose careers outside the home will be referred to as the *career group*.

Table 1. Participants with paid employment outside the home.

Paid Employment	N	%
Yes	23	48.9
No	24	51.1
TOTAL	47	100.0

Table 2. Participants who consider homemaking their career.

Homemaking as Career	N	%
Yes	20	42.5
No	27	57.5
TOTAL	47	100.0

Demographic information was gathered from the participants in numerous areas such as age, years married, number of children, education level, income, number of relocations, feelings toward relocation and employment status.

The sample for this study was a group of women whose age ranged from 23-63 years, with the mean age being 40.8 years. For convenience of reporting, the participants ages were grouped in ten year increments (Table 3). Years married ranged from 1 - 40 with 17.6 as a mean. For convenience of reporting, years married were grouped in five year increments (Table 4).

Table 3. Age Distribution for Homemakers, Career Group and Total Sample.

Age	Group 1*		Group 2*		Group 3*	
	N	%	N	%	N	%
21-29	3	15.0	2	7.4	5	10.6
30-39	8	40.0	11	40.8	19	40.4
40-49	5	25.0	8	29.6	13	27.7
50-59	3	15.0	5	18.5	8	17.0
60+	1	5.0	1	3.7	2	4.3
<b>TOTAL</b>	<b>20</b>	<b>100.0</b>	<b>27</b>	<b>100.0</b>	<b>47</b>	<b>100.0</b>

Mean                      40.4                                      41.1                                      40.8

\*Group 1 = Homemakers, Group 2 = Career, Group 3 = Total Sample

\*\*For all tables in the rest of the text it will be understood that Group 1 is the Homemakers group, Group 2 is the Career group and Group 3 is the Total Sample.

Table 4. Years Married: Homemakers, Career Group and Total Sample.

Years Married	Group 1		Group 2		Group 3	
	N	%	N	%	N	%
1-5	1	5.0	1	3.7	2	4.2
6-10	5	25.0	10	37.0	15	32.0
11-15	6	30.0	4	14.8	10	21.3
16-20	1	5.0	0	0.0	1	2.1
21-25	3	15.0	4	14.8	7	14.9
26-30	2	10.0	4	14.8	6	12.7
31-35	0	0.0	2	7.4	2	4.2
36-40	2	10.0	2	7.4	4	8.4
TOTAL	20	100.0	27	100.0	47	100.0
Mean	17.3		17.9		17.6	

The number of children ranged from 0 - 7 with the mean being 2.5 for the total group. The homemakers group had a slightly higher mean than that of the total group, 2.8. The career group had a mean slightly lower than the total group at 2.3 (Table 5). The ages of their children ranged from 1 - 37 with a different mean for each group. The mean age of the children for the total group was 6.8 years. The homemakers group had a mean of 5.9 years and the career group had a mean of 8.4 years (Table 6). For convenience of reporting, the ages of

the children were grouped as follows: 1-5 (Preschool), 6-12 (Elementary School), 13-18 (Junior and Senior High), 19-22 (College), 23+ (Independent Adult).

Table 5. Number of Children for Homemakers, Career Group and Total Sample.

Children	Group 1		Group 2		Group 3	
	N	%	N	%	N	%
0	0	0.0	2	7.4	2	4.3
1	0	0.0	1	3.7	1	2.1
2	9	45.0	13	48.1	22	46.8
3	9	45.0	9	33.3	18	38.3
4	1	5.0	2	7.4	3	6.4
7	1	5.0	0	0.0	1	2.1
<b>TOTAL</b>	<b>20</b>	<b>100.0</b>	<b>27</b>	<b>100.0</b>	<b>47</b>	<b>100.0</b>

Mean

2.8

2.3

2.5

Table 6. Age of Children for Homemakers, Career Group and Total Sample.

Age	Group 1		Group 2		Group 3	
	N	%	N	%	N	%
1-5	17	30.4	22	35.5	39	33.1
6-12	10	17.9	10	16.1	20	16.9
13-18	11	19.6	4	6.5	15	12.7
19-22	2	3.6	7	11.3	9	7.6
23+	16	28.5	19	30.6	35	29.7
TOTAL	56	100.0	62	100.0	118	100.0
Mean	5.9		8.4		6.8	

Over 61% of the women in the total group held bachelor's degrees or higher. This compares with the homemakers group which had 55% with a bachelor's degree or higher and the career group in which 66.6% held bachelor's degrees or higher (Table 7). In the total group sample, 32 of the 47 women had husbands whose career was corporate, 8 had military careers and 7 had other careers (Table 8). The total group had 40.4% who fit into the category of single income family with children. This compares with 65% of the homemakers being in a single income home with children and only 22.2% of the career group families being single income with children (Table 9).

Table 7. Education Level of Homemakers, Career Group and Total Sample.

Educ. Level	Group 1		Group 2		Group 3	
	N	%	N	%	N	%
High School	1	5.0	2	7.4	3	6.4
Trade School	2	10.0	1	3.7	3	6.4
Some College	6	30.0	6	22.2	12	25.5
Bachelor Degree	10	50.0	12	44.4	22	46.8
Master's Degree	1	5.0	6	22.2	7	14.9
TOTAL	20	100.0	27	100.0	47	100.0

Table 8. Spouse's Career for Homemakers, Career Group and Total Sample.

Career	Group 1		Group 2		Group 3	
	N	%	N	%	N	%
Corp.	14	70.0	18	66.7	32	68.1
Military	3	15.0	5	18.5	8	17.0
Other	3	15.0	4	14.8	7	14.9
TOTAL	20	100.0	27	100.0	47	100.0

Table 9. Income Category for Homemakers, Career Group and Total Sample.

Income Category	Group 1		Group 2		Group 3	
	N	%	N	%	N	%
Two Income w/Kids	2	20.0	14	51.9	16	34.0
Single Income w/Kids	13	65.0	6	22.2	19	40.4
Two Income w/o Kids	1	5.0	4	14.8	5	10.6
Single Income w/o Kids	4	20.0	3	11.1	7	14.9
TOTAL	20	100.0	27	100.0	47	100.0

Approximately 80% of the sample had total household incomes between or above \$40,000 to \$60,000 with 55% having incomes above \$60,000 (Table 10). The trailing spouse's contribution to family income was between \$5,000 to \$10,000 for the total group, under \$5,000 for the homemakers and between \$5,000 to \$10,000 for the career group (Table 11).

Table 10. Total Household Income for Homemaker, Career Group and Total Sample.

Income	Group 1		Group 2		Group 3	
	N	%	N	%	N	%
Below 20,000	1	5.0	0	0.0	1	2.1
\$20 - \$40,000	2	10.0	6	22.2	8	17.0
\$40 - \$60,000	6	30.0	6	22.2	12	25.5
Above \$60,000	11	55.0	15	55.6	26	55.3
TOTAL	20	100.0	27	100.0	47	100.0

Table 11. Trailing Spouse's Contribution to Family Income for Homemakers, Career Group and Total Sample.

Income	Group 1		Group 2		Group 3	
	N	%	N	%	N	%
Under \$5,000	18	90.0	12	44.4	30	63.8
\$5-\$10,000	2	10.0	3	11.1	5	10.6
\$10 - \$20,000	0	0.0	5	18.5	5	10.6
Over \$20,000	0	0.0	7	25.9	7	14.9
TOTAL	20	100.0	27	100.0	47	100.0

The number of relocations for this sample group ranged from 1 - 12 with the mean for all three groups falling at approximately four relocations. Almost 62% of the total sample relocated 1 - 3 time with 3 moves being the number reported by the largest number of participants (Table 12). The length of time at the present location ranged from one month to 15 years. The mean for all three groups was three years (Table 13). Eighty-five percent of the women said they had been involved in the decision to relocate (Table 14). Over 70% said when they first found out about the move they felt mostly positive (Table 15). When asked how they felt about the move now, over 85% responded that they felt mostly positive (Table 16).

Table 12. Number of Relocations for Homemakers, Career Group and Total Sample.

Relocate #	Group 1		Group 2		Group 3	
	N	%	N	%	N	%
1	3	15.0	2	7.4	5	10.6
2	1	5.0	8	29.6	9	19.1
3	6	30.0	9	33.3	15	31.9
4	2	10.0	1	3.7	3	6.4
5	2	10.0	2	7.4	4	8.5
6	4	20.0	1	3.7	5	10.6
7	1	5.0	1	3.7	2	4.3
9	0	0.0	1	3.7	1	2.1
10	1	5.0	1	3.7	2	4.3
12	0	0.0	1	3.7	1	2.1
TOTAL	20	100.0	27	100.0	47	100.0
Mean	4.1		3.8		3.9	

Table 13. Length of Time at Present Location for Homemakers, Career Group and Total Sample.

Months	Group 1		Group 2		Group 3	
	N	%	N	%	N	%
0 - 12	9	45.0	9	33.3	18	38.3
12 - 24	2	10.0	6	22.2	8	17.0
25 - 36	4	20.0	6	22.2	10	21.3
37 - 48	1	5.0	2	7.4	3	6.4
49 - 60	1	5.0	0	0.0	1	2.1
61 - 72	0	0.0	0	0.0	0	0.0
73 - 84	0	0.0	1	3.7	1	2.1
85 - 96	1	5.0	0	0.0	1	2.1
97 - 108	0	0.0	1	3.7	1	2.1
109 - 120	0	0.0	0	0.0	0	0.0
121 - 132	1	5.0	0	0.0	1	2.1
133 - 144	1	5.0	0	0.0	1	2.1
145 - 156	0	0.0	0	0.0	0	0.0
157 - 168	0	0.0	0	0.0	0	0.0
169 - 180	0	0.0	2	7.4	2	4.2
<b>TOTAL</b>	<b>20</b>	<b>100.0</b>	<b>27</b>	<b>100.0</b>	<b>47</b>	<b>100.0</b>

Mean

36.2 months/  
3.01 years

37.1 months/  
3.09 years

36.7 months/  
3.06 years

Table 14. Involved in the Decision to Move for Homemakers, Career Group and Total Sample.

Involved	Group 1		Group 2		Group 3	
	N	%	N	%	N	%
Yes	17	85.0	23	85.2	40	85.1
No	3	15.0	4	14.8	7	14.9
TOTAL	20	100.0	27	100.0	47	100.0

Table 15. Feelings When First Found Out About the Move for Homemakers, Career Group and Total Sample.

Feel Then	Group 1		Group 2		Group 3	
	N	%	N	%	N	%
Mostly Positive	15	75.0	19	70.4	34	72.3
Mostly Negative	5	25.0	8	29.6	13	27.7
TOTAL	20	100.0	27	100.0	47	100.0

Table 16. Feelings About the Move Now for Homemakers, Career Group and Total Sample.

Feel Now	Group 1		Group 2		Group 3	
	N	%	N	%	N	%
Mostly Positive	18	90.0	23	85.2	41	87.2
Mostly Negative	2	10.0	4	14.8	6	12.8
TOTAL	20	100.0	27	100.0	47	100.0

### Trailing Spouse Profile

The demographic information was analyzed and the following profiles were developed. The trailing spouse for the total group had a mean age of 40.8 and had been married 17.6 years. The mean number of children was 2.5 and the mean age of those children is 6.8 years. Over 61% of the women in this group had earned a bachelor's degree or above. Approximately 70% had husbands with corporate careers and 55% had household incomes of above \$60,000. Twenty-four of the 47 women have paid employment outside the home and 20 considered homemaking their career. The largest percentage of women, 40.4% were in single income homes with children and 63.8% contributed under \$5,000 to the family income. The trailing spouse in this study has moved approximately 4 times and has been at her present location 3 years. Eighty-five percent of the wives said they were involved in the decision to relocate. Over 72% said they felt mostly positive about the move when they first heard about it

and over 85% feel mostly positive about it now (Table 17).

The profile of the group for the twenty women who considered homemaking their career differed slightly from the total sample profile. The mean age was 40.4 years and years married was 17.3. The mean number of children was slightly higher than the total sample at 2.8 and the mean age of children was slightly lower at 5.9 years. Eleven of the women, 55%, held bachelor's degrees or above and 70% had husbands with corporate careers. A much larger percentage than the total group were in single income families with children, 65%. Fifty-five percent had total household incomes over \$60,000 and 90% contributed under \$5,000 to the family income. The trailing spouse homemaker had moved four times and has been at her present location 3 years. Eighty-five percent were involved in the decision to relocate. The homemaking group felt mostly positive about the move when they first found out about it and also feel mostly positive about it now, 75% and 90% respectively (Table 18).

The group who chose other career options also had some differences from the total sample. The career group had a mean age of 41.1 years and had been married 17.9 years. The number of children was slightly lower at 2.3 and the mean age of the children was slightly higher at 8.4 years. The percentage of women who held a bachelor's degree or higher was 66.6% which was higher than both the homemaking and total group. Over 66% had husbands with corporate careers and 51.9% were in the category of two income family with children. Of those working outside the home, 56.5% considered their

employment as a career. Over 55% had total household incomes above \$60,000. While over 51% were two income families, 44.4% contributed under \$5,000 to the total family income and 44.4% contributed \$10,000 and above. The mean number of relocations was slightly lower at 3.8 and years at present location was 3.09. Over 85% were involved in the decision to relocate with 70.4% feeling mostly positive when they first found out about the move and 85.2% feeling mostly positive now (Table 19).

Table 17. Trailing Spouse Profile for Total Sample (means and percentages of populations demographic characteristics).

Profile	Mean - Percent
Age	40.8 years
Years Married	17.6 years
Number of Children	2.5
Age of Children	6.8 years
Bachelor's Degree or Above	61.7%
Husband's Career: Corporate	68.1%
Single Income with Children	40.4%
Total Income above \$60,000	55.3%
Trailing Spouse Income under \$5,000	63.8%
Number of Relocations	3.9
Time at Present Location	3.06 years
Involved in the Decision to Relocate	85.1%
Feel Then - Mostly Positive	72.3%
Feel Now - Mostly Positive	87.2%

Table 18. Trailing Spouse Profile for Homemakers (means and percentages of population's demographic characteristics).

Profile	Mean - Percent
Age	40.4 years
Years Married	17.3 years
Number of Children	2.8
Age of Children	5.9 years
Bachelor's Degree or Above	55%
Husband's Career: Corporate	70%
Single Income with Children	65%
Total Income Above \$60,000	55%
Trailing Spouse Income under \$5,000	90%
Number of Relocations	4.1
Time at Present Location	3.01 years
Involved in the Decision to Relocate	85%
Feel Then - Mostly Positive	75%
Feel Now - Mostly Positive	90%

Table 19. Trailing Spouse Profile for Career Group (means and percentages of population's demographic characteristics).

Profile	Mean - Percent
Age	41.1 years
Years Married	17.9 years
Number of Children	2.3
Age of Children	8.4 years
Bachelor's Degree or Above	66.6%
Spouse's Career: Corporate	66.7%
Two Income with Children	51.9%
Total Income Above \$60,000	55.6%
Trailing Spouse Income \$10,000 and above	44.4%
Number of Relocations	3.8
Time at Present Location	3.09 years
Involved in Decision to Relocate	85.2%
Feel Then - Mostly Positive	70.4%
Feel Now - Mostly Positive	85.2%

### **Career Development Questionnaire Analysis**

To determine the effect relocation had on the career of the trailing spouse, a Career Development Questionnaire was developed. The Career Development Questionnaire is a 33 item, 4 point self-report Likert scale. The

values were as follows: 1 = Strongly Agree, 2 = Agree, 3 = Disagree, 4 = Strongly Disagree. The 33 questions were divided into the categories of career satisfaction, career goals, self-esteem, change in career and pursuit of a career. Each of these categories was correlated with the number of relocations. A sixth category was developed to determine the attitude of the trailing spouse toward relocation. A t-test was run to ascertain whether the homemaker had a different opinion of relocation than women choosing other career options. Finally, t-tests were run on all 33 items to see if there was a difference between the answers of the homemaking and the career group.

### **Questions for Consideration**

Questions one through five under Questions for Consideration tried to determine if there was a relationship between the number of relocations and the categories mentioned previously: career satisfaction, career goals, self-esteem, change in career and pursuit of career. The degree of association between these five categories and number of relocations was studied by using the Pearson coefficient of correlations ( $r$ ) to determine correlation coefficients and levels of significance.

Question one: Is there a correlation between career satisfaction and number of relocations? Questions 1, 9, 13, 20, 22, 26, 28, 30 and 32 were grouped under the category of career satisfaction. There was no relationship between career satisfaction and number of relocations (Table 20).

Question two: Do career goals diminish with relocation? Questions 19,

25, 29 and 33 were grouped under the category of career goals. There was no relationship between career goals and number of relocations (Table 20).

Question three: Does self-esteem decrease with the number of relocations? Questions 4, 14 and 24 were grouped under the category of self-esteem. There was no relationship between self-esteem and number of relocations (Table 20).

Question four: Do multiple relocations result in a change in career? Questions 5, 6, 10, 12 and 22 looked at the area of change in career. There was no relationship between change in career and number of relocations (Table 20).

Question five: Does relocation discourage the trailing spouse from pursuing a career? Questions 13, 22, 28 and 30 were grouped under the pursuit of career category. There was no relationship between pursuit of career and number of relocations (Table 20).

Table 20. Correlations between number of relocations and: career satisfaction, career goals, self-esteem, change in career, pursuit of career.

	Number of Relocations
Career Satisfaction	-.0406
Career Goals	.0588
Self-esteem	-.2392
Change in Career	.0163
Pursuit of Career	-.0565

n = 47

Running the correlations again for the homemakers group and the career group indicated no change in the results.

Question six: Do those women who choose homemaking as a career have a different opinion of relocation than those who choose other career paths? Questions 3, 5, 6, 8, 9, 10, 12, 15, 16, 18, 20, 21, 22, 23, 26, 27, 28, 30 and 32 were grouped together to determine an opinion or attitude toward relocation. Homemakers' and the career group's opinions of relocation were compared using a t-test. There was a significant difference between the homemaker's opinion of relocation (Mean = 42.15, Standard Deviation = 7.34) and the career group's opinion of relocation (Mean = 47.67, Standard Deviation = 7.80),  $t = -2.46$ ,  $p = .018$ . Homemakers seem to have a more positive opinion of relocation.

T-tests were run on each item in the questionnaire comparing the homemakers group and the career group. Only those items which showed a significant difference will be reported here. It should be noted that items 3, 6, 8, 10, 13, 14, 17, 18, 20, 22, 26, 28, 30 and 32 were negative questions and recoded for statistical analysis (SA = 4, A = 3, D = 2, SD = 1). Table 21 shows a summary of all significant t-tests run on the individual items of the questionnaire.

Item 6 of the questionnaire states: Due to relocating, I have had to change occupations in order to find work. There was a significant difference between the two groups with the career group (Mean = 2.4, Standard Deviation = .971) being more in agreement with that statement than the homemakers group (Mean = 1.8, Standard Deviation = .768),  $t = -2.31$ ,  $p = .025$ .

Item 10 of the questionnaire states: Due to relocating, I have changed my career goals. The career group was in more agreement with this statement (Mean = 2.55, SD = .698) than the homemakers group (Mean = 2.05, SD = .605) and was significantly different,  $t = -2.60$ ,  $p = .013$ .

Item 12 states: Due to relocating, I have chosen to remain at home to provide a more stable environment for my children. There was a significant difference between the two groups with the homemakers group (Mean = 2.15, SD = 1.040) agreeing with the statement and the career group (Mean = 3.11, SD = .698) disagreeing with this statement,  $t = -3.79$ ,  $p < .001$ .

Item 16 states: Relocating has had no effect on my career. There was a

significant difference between the two groups on this statement,  $t = -2.32$ ,  $p = .025$ . The homemakers agreed with this statement (Mean = 2.55, SD = .686) while the career group disagreed (Mean = 3.15, SD = .989).

Item 20 states: Due to relocating, I have had to take jobs below my skill level. There was a significant difference between the answers of the two groups with the career group agreeing more with this statement (Mean = 2.63, SD = .967) than the homemakers group (Mean = 2.0, SD = .725),  $t = -2.44$ ,  $p = .018$ .

Item 25 states: Currently I have career goals. There was a significant difference between the answers of the two groups with the career group agreeing more with the statement (Mean = 1.96, SD = .649) than the homemakers group (Mean = 2.40, SD = .681),  $t = 2.24$ ,  $p = .030$ .

Item 26 states: Due to relocating, I have had to take a lower position or salary than previously attained. There was a significant difference between the answers of the two groups with the career group agreeing more with the statement (Mean = 2.74, SD = .944) than the homemakers group (Mean = 2.10, SD = 1.021)  $t = -2.22$ ,  $p = .031$ .

Item 28 states: Interruptions, due to relocating, have made it difficult to develop my career. Significant difference was shown between the two groups with the career group agreeing more with the statement (Mean = 2.78, SD = 1.013) than the homemakers group ( Mean = 2.2, SD = .768),  $t = -2.13$ ,  $p = .038$ .

Table 21. T-tests comparing Homemakers and Career Group.

Variable	N	M	SD	t	p
<u>Item 6</u>					
Home	20	1.80	.768	-2.31	.025
Other	27	2.40	.971		
<u>Item 10</u>					
Home	20	2.05	.605	-2.60	.013
Other	27	2.55	.698		
<u>Item 12</u>					
Home	20	2.15	1.040	-3.79	<.001
Other	27	3.11	.698		
<u>Item 16</u>					
Home	20	2.55	.686	-2.32	.025
Other	27	3.15	.989		
<u>Item 20</u>					
Home	20	2.00	.725	-2.44	.018
Other	27	2.63	.967		
<u>Item 25</u>					
Home	20	2.40	.681	2.24	.030
Other	27	1.96	.649		
<u>Item 26</u>					
Home	20	2.10	1.021	-2.22	.031
Other	27	2.74	.944		
<u>Item 28</u>					
Home	20	2.20	.768	-2.13	.038
Other	27	2.78	1.013		

## Summary

Based upon the most significant percentages of this study it is possible to develop a hypothetical sketch of the typical trailing spouse who chose homemaking as a career and the trailing spouse who chose a career outside the home. The homemaking trailing spouse is in her 30's, has been married 6-10 years and has three children who are most likely close to preschool age. Her husband has a corporate career and total family income is above \$60,000. She has a bachelor's degree and contributes under \$5,000 to the family income. She has relocated three times and has chosen to remain at home to provide a more stable environment for her children. The homemaking trailing spouse feels that relocation as had little effect on her career. Her attitude toward relocation is mostly positive.

The trailing spouse who has chosen a career outside of the home is also in her 30's and has been married 6 -10 years. She has two children who are in the 1 - 5 year age range. Her husband has a corporate career and total family income is above \$60,000. She has a bachelor's degree and contributes \$10,000 to \$20,000 to the family income. She has relocated three times and feels that relocation has effected her career in these ways: changing occupations in order to find work, changing career goals, taking jobs below her skill level, taking a lower position or salary than previously attained and having difficulty developing a career due to interruptions involved with relocation. Her

attitude toward relocation is not as positive as the homemaking trailing spouse.

This chapter presented the findings and analysis of demographic and career development data gathered on the trailing spouse. Comparison between those who chose homemaking as their career and those who chose other career options demonstrated significant differences in opinions toward relocation and the effect relocation had on their career. Chapter 5 will provide discussion and conclusions drawn from these results as well as recommendations for further study.

## Chapter 5

### SUMMARY, DISCUSSION AND RECOMMENDATIONS

Chapter five will summarize the findings of this study which explored the effect relocation had on the career of the trailing spouse. Conclusions will be drawn about this population based upon the gathered information. Implications for counselors, counselor educators and organizations who relocate employees will be cited. Recommendations will be made for further study in this area.

#### Summary

This study examined the effect that relocation had on the career of the trailing spouse as measured by the Career Development Questionnaire. The questionnaire was divided into the categories of career satisfaction, career goals, self-esteem, change in career, pursuit of a career and attitude toward relocation. A Personal Data Form was also used to collect information about age, years married, number and ages of children, education level, employment status, number of relocations and feelings toward relocation. Data were analyzed for the total sample and also for those choosing homemaking as a career and those choosing careers outside the home.

A total of 47 women who had relocated because of their husband's career participated in this study. Twenty-three of these women were employed outside the home and 24 worked inside the home. Twenty of the women indicated that homemaking was their chosen career and 27 chose other career paths. The

mean age of the women in this study was 40.8 years and the mean number of years married was 17.6. The mean number of children was 2.5 and mean age of these children was 6.8 years. Over 61% of the women held a bachelor's degree or higher and 55% had total household incomes over \$60,000. Approximately 64% of these women contributed under \$5,000 to the family income. The mean number of relocations was 3.9 with the amount of time at the present location being 3 years. Over 68% had husbands with corporate careers and 17% had husbands with military careers.

The women voluntarily completed the anonymous self report inventory designed in a four point Likert format. Participants were encouraged to make personal comments on any of the statements included in the questionnaire. The data were collected, statistically analyzed and summarized. Results were yielded through percentages, means, standard deviations, correlations and t-tests.

Findings indicated that there was no correlation between number of relocations and the following categories: career satisfaction, career goals, self-esteem, change in career and pursuit of a career. There was significant difference in attitudes toward relocation between the homemaking group and those choosing a career outside the home. A significant difference was also noted in the effect relocation had on the careers of the two different groups.

## Discussion

Questions one through five under Questions for Consideration tried to determine if there was a relationship between the number of relocations and these categories: career satisfaction, career goals, self-esteem, change in career and pursuit of a career. There appeared to be no correlation between the number of relocations and each of these categories. There could be several reasons no relationship was found. One reason is that the majority of these women, 85%, were involved in the decision to relocate. It has been noted that before the move, input into the relocation decision is likely to help the trailing spouse view the move more positively (Shahnasarian, 1991, Ramey & Cloud, 1987, Seidenberg, 1973, Hausman & Reed, 1991). The fact that so many of these women were involved in the decision to relocate indicates that they probably felt more control over the situation than if they had not been involved in the decision. Not being involved fosters a feeling of loss of control which can contribute to feelings of helplessness and diminished self-esteem.

A second factor that may explain why no relationship was found is that 62% of the women had been at their current position for more than a year. Newcomers are likely to feel more isolated their first year in a new location (Ramey & Cloud, 1987). With the mean amount of time in the present location being 3 years, most of the women appear well adjusted to their present location. The education level of the participants is a third factor. This group is very well educated with over 61% having bachelor's degrees or above. It makes sense

that the more education a person has, the higher their self-esteem. The higher the self-esteem, the more able a person is to deal with transitions. A fourth factor is the high income level of the group. Fifty-five percent had total household incomes above \$60,000. This gives the trailing spouse more opportunity to make the choice to stay home or work part-time if desired. The final reason no correlation was found between number of relocations and the categories mentioned previously could have been the limited sample size. Had a larger sample been surveyed, a relationship may have been found.

Question number six under Questions for Consideration looked at attitude toward relocation. The question stated: Do those women who choose homemaking as a career have a different opinion of relocation than those who choose other career paths? It was found that there was a significant difference between the two groups with homemakers being more positive about relocation. This is not surprising considering that homemakers have less disruptions in developing their careers than do those employed outside the home. While the homemakers stated that relocating had no effect on their career, the career group agreed that they had to: change occupations in order to find work, change career goals, take jobs below their skill level and take lower positions or salaries than previously attained. Interruptions, due to relocating, had made it difficult to develop their careers. It is understandable that the women choosing careers outside the home would have a less positive attitude toward relocation. In her 1989 article, Bayes states that if the trailing spouse does find work, it

often means that she takes a lower position or salary than formerly, or both. She may have to start again at the bottom of her profession; she may even have to change occupations in order to find work. The data collected in this study support Bayes' findings.

One other area in which there was a significant difference between the two groups was in regards to current career goals. Over 81% of the career group agreed that they currently have career goals while only 50% of the homemakers agreed with this statement. Not having career goals could possibly be the reason homemakers have a more positive attitude toward relocation. Relocation may be more attractive to them because they have no focused career path. If this is true, corporations may want to assess the spouse's career goals when determining whether an employee is a good candidate for relocation.

It seemed from the answers given by homemakers on item 12 that they voluntarily chose to remain at home. Item 12 states: Due to relocating, I have chosen to remain at home to provide a more stable environment for my children. Although 70% of the homemakers agreed with this statement, many commented on it. They maintained relocation was not the reason they remained at home but they would have remained at home with their children regardless of relocating. The question comes to mind: If they had been in a more stable situation, would these homemakers have opted to remain at home? However, for a spouse who wants to remain at home with her children, the benefits of relocation may be very appealing.

Interestingly enough, while the women in this study overwhelmingly agreed that their willingness to relocate had advanced their husband's career they did not necessarily believe that their husband's career was more important than theirs. Those who did agree their husband's career was more important many times qualified this by saying "He makes more money." Fifty-five percent of the women surveyed agreed that the benefits of relocating outweighed any inconvenience to them but 76% disagreed that *their* career needs had influenced their husband's career decisions. So while they say they do not believe their husband's career is more important, the general attitude seems to be the opposite, the husband's career *is* more important.

One demographic area which deserves special comment is in regards to the contribution to family income of the trailing spouse. It was not surprising but expected that those considering homemaking their career have incomes under \$5,000. However, what was surprising was the low income level of those who chose careers outside the home, with the majority of the career group reporting incomes between \$5,000 to \$10,000. This seems extremely low considering the high education level of the group. Because the Personal Data Form failed to ask whether those working outside the home were working full-time or part-time, it is impossible to ascertain whether this is due to part-time employment or the fact that relocation has influenced their earning potential.

An overwhelming majority of the participants in this study agreed that relocating had some very positive aspects. These areas included: life

experiences being enriched, being provided with opportunities not otherwise available, enjoying new challenges and experiences and feeling that the family unit was closer as a result of relocation.

Three additional questions were asked at the end of the questionnaire that were not included in analysis but rather were included to collect information from the trailing spouse about the experience of relocation. Question one asked: What has been the most difficult aspect of relocating for you? The answers that occurred most often included:

- \*Leaving family, friends and home,
- \*Loss of a support system,
- \*Finding new doctors, dentists, beauticians, churches etc,
- \*Selling their home and finding a new one in a short amount of time,
- \*Husband moving to the new location before the family moves,
- \*Getting children settled, finding good schools and adequate child care,
- \*All aspects of the job search, particularly networking,
- \*Feelings of loneliness,
- \*Loss of identity,
- \*Trying to build a stable career without having to start all over again,
- \*Finding new friends with common interests,

\*Getting certified or licensed in another state,

\*Financial stress.

Question 2: What are some ways relocating could be made easier?

Answers included:

\*More time to find a home,

\*Family moving to the new location together,

\*Company paying the total amount of moving expenses,

\*Housing provided if you haven't had a chance to find a place,

\*Providing child care during house hunting trips,

\*Having the company provide the services of a counselor,

\*A spouse-workshop to help wives become familiar with and  
involved in the community,

\*Getting introduced to people during the house hunting trip so that  
contacts are made before you actually move,

\*Being given a packet of information on the new location,

\*A relocation coordinator in the new community to give info and  
answer questions,

\*Travel expenses expanded to allow children to travel to new  
location before the move is completed,

\*Company purchases home,

\*Companies should see that trailing spouses are able to find  
comparable work.

Question 3 states: What are some ways your husband's organization could assist you in advancing your career? Answers included:

- \*Career placement counseling: seminars on finding work in new locations, help with resume writing, interviewing, networking,
- \*Job hunting trips for the spouse,
- \*Less pressure on military wives to participate socially and in volunteer organizations,
- \*Providing funding for more schooling through grants or low - rate loans because so many times college credits don't transfer,
- \*Paying for recertification,
- \*Being informed about job openings available at the time and getting my name to people in my field,
- \*Allowing the spouse access to employment information within the company,
- \*Networking group with other spouses.
- \*Stop moving us so often!!

## **Recommendations**

Based on the findings of this study several recommendations can be made to counselors, counselor educators and organizations that frequently relocate their employees. Counselors need to be aware of and address the emotional issues that face the trailing spouse. Many times the losses the trailing spouse experiences are not recognized by society. The counselor needs to be sensitive to these losses and provide the trailing spouse with ways to deal with these issues. Counselors who work with relocation issues need to become knowledgeable in the areas of transitions and grief and loss.

Career needs of the trailing spouse must be assessed. The counselor will need to understand the employment climate of the area and educate the trailing spouse in job search strategies that are effective in that particular location. In areas where certain career choices are not available, new career strategies will have to be developed.

Counselor educators need to prepare counselors to deal with grief and loss issues. They also need to provide understanding of transitions and coping strategies for transitions.

There are many things corporations, the military and other organizations who relocate employees frequently can do to aid in the adjustment of the trailing spouse. These things would be in the organizations best interest because the sooner the employee's family is settled the more productive the employee can be in the new position.

One of the first things an organization should do is provide services that acquaint the spouse and family with the new community. Listings of doctors, dentists, schools etc. should be made readily available. Along with this information a relocation coordinator should be assigned who checks with the family periodically for the first year to answer questions and refer to services.

Workshops should be provided for the trailing spouse that address the emotional issues of moving, help develop support systems and provide community information (Olson & Brown, 1986). Along with these services, a career component should be added for those who have careers outside the home. All aspects of the job search should be included: resume writing, interviewing, networking etc.

Counseling services should be provided for the entire family to aid in the relocation transition.

Because the number of dual-career couples is increasing, companies need to develop an instrument that assesses the "relocate-ability" of a couple. This would assist the corporation in identifying those employees who could be relocated with the least amount of family disruption, allowing them to become productive more quickly in the new location.

### **Further Research**

Despite the findings of this study, more research needs to be done in this area. Below are listed some recommendations for future research.

1. Due to the limited sample size of this study, further research needs to be conducted on a larger and more varied sample.
2. It would be interesting to do this study again, this time using a sample of men who are trailing spouses.
3. More research needs to be done on the emotional issues faced by the trailing spouse with an emphasis on possible intervention strategies.
4. Future research might focus on how to make relocation an easier transition.
5. Future studies need to be done in order to develop a relocate-ability instrument to determine who can be relocated with the least amount of difficulty.
6. A study should be done comparing the career development of the trailing spouse and women who don't relocate. This would allow a comparison of wages, goals, self-esteem etc.

### **Conclusion**

The purpose of this study was to determine the effect relocation had on the career of the trailing spouse. The findings of this study suggest that women who are homemakers find relocating to have very little effect on their career.

They have a more positive attitude toward relocation. However, women who have careers outside the home report these effects on their career: having to change occupations to find work, taking positions or salaries lower than previously attained, changing career goals and having to take jobs below their skill level. These career women agree that interruptions, due to relocation, have made it difficult to develop their career. They tend to have a less positive view of relocation.

**APPENDIX A**

**SUBJECT CONSENT STATEMENT**

College of Agriculture  
School of Family and Consumer Resources

THE UNIVERSITY OF  
**ARIZONA**  
TUCSON ARIZONA

Family and Consumer Resources Bldg  
Tucson, Arizona 85721  
Telephone: (602) 621-1075  
FAX: (602) 621-9445

### Subject's Consent

You are being asked to voluntarily participate in a research study looking at the effects of relocating on career development. The study is being conducted by Juanita McReil (who has a personal interest in this topic due to four relocations in the past eleven years) in partial fulfillment of the requirements for a Master of Arts degree in Counseling and Guidance at the University of Arizona. It is hoped that the body of information gathered in this study will help counselors to understand some of the adjustments involved with relocation and assist organizations who frequently relocate employees to make the relocation experience easier for the families involved.

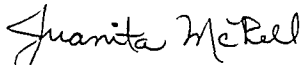
As a participant you will be asked a few history gathering questions and then fill out a career development questionnaire. It is anticipated that completing these materials will require approximately twenty minutes. It is important that you answer every question included or your questionnaire cannot be used in the study. Once you have completed the questionnaire, please mail it back to me in the enclosed self-addressed, stamped envelope. Please do not add your own return address to the envelope. This will ensure that your responses will be kept anonymous.

Access to information gathered in this study will be limited to the principal investigator or authorized representatives of the Department of Counseling and Guidance at the University of Arizona.

Your participation in this study is completely voluntary and anonymous. Your consent to participate in this research project will be signified by your returning the survey materials in the enclosed self-addressed, stamped envelope.

Thank you for your time.

Sincerely,



Juanita McReil  
Graduate Student,  
University of Arizona

**APPENDIX B**

**PERSONAL DATA FORM**



13. How do you feel about it now? (check one)  
 mostly positive       mostly negative
14. Do you currently have paid employment outside the home?  yes  no  
If yes, do you consider this a "job" or a "career"? \_\_\_\_\_
15. If you are currently at home, do you consider homemaking your career?  
 yes       no

**APPENDIX C**

**CAREER DEVELOPMENT QUESTIONNAIRE**

### Career Development Questionnaire

The statements below express opinions on a number of issues relating to career development and relocation. Mark each statement in the left margin according to how much you agree or disagree with it. Please mark every one.

Circle the answer which best describes how the statement fits you.

SA = Strongly Agree, A = Agree, D = Disagree, SD = Strongly Disagree

Remember that the best answer is whatever your personal feelings are and this is usually reflected in your first reaction to an item, rather than after long debates with yourself over particular experiences. If you find that the letters to be used in answering do not adequately indicate your own opinion, use the one which is closest to the way you feel. If you would like to add any comments next to statements, please feel free to do so.

- |    |   |   |    |   |
|----|---|---|----|---|
| SA | A | D | SD | 1. I am satisfied with the way my career has developed.                       |
| SA | A | D | SD | 2. When I was in first grade I knew what I wanted to be.                      |
| SA | A | D | SD | 3. Relocating has made continuity in my career difficult.                     |
| SA | A | D | SD | 4. On the whole, I am satisfied with myself.                                  |
| SA | A | D | SD | 5. Relocating has given me a chance to re-evaluate my career goals.           |
| SA | A | D | SD | 6. Due to relocating, I have had to change occupations in order to find work. |
| SA | A | D | SD | 7. When I was 18 I knew what I wanted to be.                                  |
| SA | A | D | SD | 8. My willingness to relocate has advanced my husband's career.               |
| SA | A | D | SD | 9. Relocating has had a positive effect on my career.                         |
| SA | A | D | SD | 10. Due to relocating, I have changed my career goals.                        |
| SA | A | D | SD | 11. When I was 22 I knew what I wanted to be.                                 |

- SA A D SD 12. Due to relocating, I have chosen to remain at home to provide a more stable environment for my children.
- SA A D SD 13. Sometimes I feel like giving up on a career altogether.
- SA A D SD 14. I wish I could have more respect for myself.
- SA A D SD 15. Due to relocating, my life experiences have been enriched.
- SA A D SD 16. Relocating has had no effect on my career.
- SA A D SD 17. My husband's career is more important than mine.
- SA A D SD 18. The benefits of relocating outweigh any inconvenience to me.
- SA A D SD 19. When I was newly married I knew what I wanted to be.
- SA A D SD 20. Due to relocating, I have had to take jobs below my skill level.
- SA A D SD 21. Relocating has provided me opportunities I would not have had otherwise.
- SA A D SD 22. Due to relocating, I have been unable to pursue a career in the field in which I was educated.
- SA A D SD 23. I enjoy the new challenges and experiences brought about by relocating.
- SA A D SD 24. I feel that I have a number of good qualities.
- SA A D SD 25. Currently I have career goals.
- SA A D SD 26. Due to relocating, I have had to take a lower position or salary than previously attained.
- SA A D SD 27. Relocating has brought our family unit closer together.
- SA A D SD 28. Interruptions, due to relocating, have made it difficult to develop my career.

- SA A D SD 29. I feel I will accomplish my career goals.
- SA A D SD 30. Due to relocating, I have put my career on hold until a better time.
- SA A D SD 31. My career needs have influenced my husband's career decisions.
- SA A D SD 32. Relocating has had a negative effect on my career.
- SA A D SD 33. I have accomplished my career goals.

Thank you for your participation. The time you have taken to answer this questionnaire has been greatly appreciated.

If answering this questionnaire has caused you any undue stress or raised any issues that you feel you cannot handle alone, please contact me at (602)621-3218 and I will provide you with counseling or assist you in finding the resources you may require.

Again, thank you.

Juanita McRell

**APPENDIX D**

**HUMAN SUBJECTS COMMITTEE LETTER**

Human Subjects Committee



1690 N. Warren (Bldg. 526B)  
Tucson, Arizona 85724  
(602) 626-6721 or 626-7575

October 12, 1993

Juanita Marie McRell, Master's Candidate  
c/o Betty J. Newlon, Ed.D., Head  
FCR: Counseling & Guidance  
Esquire Apartments  
1230 N. Park Avenue, Suite 210  
Campus Mail

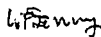
**RE: THE EFFECT OF RELOCATION ON THE CAREER GOALS OF THE TRAILING SPOUSE**

Dear Ms. McRell:

We received your above-cited research proposal. Regulations published by the U.S. Department of Health and Human Services [45 CFR Part 46.101(b)(2)] exempt this type of research from review by our Committee.

Thank you for informing us of your work. If you have any questions concerning the above, please contact this office.

Sincerely yours,

  
William F. Denny, M.D.  
Chairman  
Human Subjects Committee

WFD:rs

cc: Departmental/College Review Committee

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