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SOCIAL ROLES AND MENTAL HEALTH:
GENDER DIFFERENCES IN SOURCES
AND FORMS OF MENTAL DISTRESS
by

MARY E. MCCALL

DISSERTATION

Submitted in partial satisfaction of the requirements for the degree of

DOCTOR OF PHILOSOPHY

in

HUMAN DEVELOPMENT AND AGING

in the

GRADUATE DIVISION

of the

UNIVERSITY OF CALIFORNIA

San Francisco



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1. The first step in the process of identifying a problem is to recognize that a problem exists. This is often done by comparing current performance to a desired state or goal. For example, a manager might notice that sales are declining or that customer satisfaction is low. Once a problem is identified, the next step is to define it clearly and precisely. This involves determining the scope of the problem, its causes, and its effects. A clear definition of the problem is essential for developing effective solutions. The third step is to analyze the problem in depth. This involves gathering data, identifying the root causes, and evaluating the impact of the problem. A thorough analysis is necessary to understand the underlying factors that are contributing to the problem and to develop targeted solutions. The fourth step is to generate potential solutions. This involves brainstorming ideas, consulting with others, and exploring different approaches. It is important to consider a wide range of options and to evaluate the feasibility and potential benefits of each. The fifth and final step is to implement the chosen solution. This involves developing a plan, allocating resources, and monitoring progress. It is essential to communicate the plan to all relevant parties and to ensure that everyone is committed to the solution. Finally, it is important to evaluate the results of the solution and to make adjustments as needed. This involves comparing actual performance to the desired state and identifying any remaining issues. The process of identifying and solving problems is an ongoing one, and it is essential to remain flexible and open to change.

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SOCIAL ROLES AND MENTAL HEALTH:
GENDER DIFFERENCES IN SOURCES
AND FORMS OF MENTAL DISTRESS

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ABSTRACT

This study sought to identify similarities and differences between women and men in the types of strains experienced in three core social roles - occupational, marital and parental (and unemployed, retired, and unmarried). Of interest, as well, was the relationship of such strains to the manifestation of four forms of psychological distress - anxiety, depression, drinking and anger. The goal was to account for the consistent finding that women report greater levels of psychological distress than men. The results of this study of 2,299 adults aged 18-65, support the structural exposure thesis, which posits that women's greater psychological distress is due to their preponderance in the most stressful roles and role combinations. A significant gender-by-role combination interaction was found to predict psychological distress. Demographic factors of age, education and economic class, as well as role strains, accounted for initial significant gender differences in distress, within role combinations. The exceptions were employed married parents and employed childless spouses, for whom significant gender differences in anxiety, depression and drinking remained. Examination of the vulnerability thesis - that equivalent levels of stress carry different psychological "weight" for women and men - did not account for the remaining differences. Alternative explanations for these differences, such as differential coping styles, biological differences and disparate socialization processes, are discussed.

ADVISOR:

Leonard V. Paul

CHAPTER 1

INTRODUCTION

This study examines the stresses and strains experienced by men and women in three major social roles (worker, spouse and parent) and the effects of these roles on an array of manifestations of psychological distress. The study seeks to clarify both the social sources of stress that women and men experience and the range of individual health outcomes they provoke.

The investigation has been stimulated by the frequently observed gender differences in susceptibility to stressful experiences - i.e., the findings that women report higher rates of psychological disorder than men, depression in particular. Research findings regarding gender differences are incomplete for two major reasons - both of which will be addressed in the present study: 1) investigators have failed to identify the source and nature of significant stressors that might differentially impinge on women and men and thus help to explain the greater prevalence of depressive symptoms among women; and 2) investigators have not specified the range of health outcomes that men and women might differentially display, thus leading to a possibly erroneous conclusion that men are less affected than women by adverse conditions.

To address the first problem, i.e., the source and nature of stressors, two analytic strategies will be

employed. The first is simply to examine role occupancy, to determine whether the individual roles or various role combinations of worker, spouse and parent are differentially distributed among women and men, and then whether they are especially deleterious to the emotional and physical health of women and men. A second strategy will explore in greater detail the quality of role experiences that women and men have, examining the persistent, day-to-day strains individuals may feel in the course of acting out their social roles. Thus, I shall examine which roles men and women occupy and the combinations in which they are occupied, and the quality of experience within occupied roles in order to identify the sources of stress that impinge on women and men as they live out their lives. A central hypothesis of this study is that gender differences in these sources of stress will help to clarify gender differences in psychological well-being.

Even where the sources of stress may be equivalent for women and men, they still may differ in regard to the ways in which they manifest their feelings of distress. Expanding the range of manifestations of distress to include not only depression but also indicators of anxiety, alcohol use, drug use, psychophysiological symptoms and feelings of anger will provide more information on how men and women may similarly or differently react to equivalent social role strains and stress. The analysis of multiple outcomes is a distinct feature of this study, one that can move us beyond our

1. The first part of the document discusses the importance of maintaining accurate records of all transactions and activities. It emphasizes that proper record-keeping is essential for transparency and accountability, particularly in the context of financial reporting and auditing. The text highlights how detailed records can help identify discrepancies, prevent fraud, and ensure compliance with relevant regulations and standards.

2. The second part of the document focuses on the role of internal controls in risk management. It explains that well-designed internal control systems are crucial for identifying, assessing, and mitigating risks that could impact the organization's financial health and operational efficiency. The text provides examples of various control measures, such as segregation of duties, authorization procedures, and regular reconciliations, which are used to safeguard assets and ensure the reliability of financial information.

3. The third part of the document addresses the significance of communication and collaboration in achieving organizational goals. It stresses that effective communication is the foundation of successful teamwork and project management. The text discusses the importance of clear communication channels, regular updates, and active listening to foster a collaborative environment where team members can share ideas, solve problems, and work together to overcome challenges.

4. The fourth part of the document explores the impact of technology on business operations and decision-making. It highlights how digital tools and automation can streamline processes, reduce errors, and provide valuable data insights. The text discusses the importance of staying up-to-date with the latest technological advancements and investing in training to ensure that the workforce is equipped to leverage these tools effectively.

5. The fifth part of the document discusses the importance of continuous learning and professional development. It emphasizes that in a rapidly changing business landscape, individuals and organizations must commit to ongoing education and skill enhancement. The text provides suggestions for staying current in one's field, such as attending conferences, taking courses, and seeking mentorship opportunities.

6. The sixth part of the document focuses on the importance of ethical behavior and corporate social responsibility (CSR). It explains that ethical practices are not only the right thing to do but also contribute to long-term success and reputation. The text discusses the role of leadership in setting the ethical tone and the importance of holding all employees accountable for their actions. It also touches upon the benefits of CSR, such as improved employee morale and customer loyalty.

7. The seventh part of the document discusses the importance of resilience and adaptability in the face of uncertainty. It highlights that organizations must be able to pivot and adjust their strategies in response to changing market conditions and unforeseen events. The text provides strategies for building resilience, such as diversifying operations, maintaining a strong financial position, and fostering a culture of innovation and flexibility.

8. The eighth part of the document discusses the importance of customer-centricity and excellent customer service. It explains that understanding and meeting customer needs is a key driver of business growth and profitability. The text provides tips for enhancing the customer experience, such as listening to feedback, personalizing interactions, and ensuring timely and high-quality service.

9. The ninth part of the document discusses the importance of innovation and creativity in driving business success. It emphasizes that organizations must foster a culture that encourages new ideas and experimentation. The text provides strategies for promoting innovation, such as encouraging cross-functional collaboration, providing resources for research and development, and celebrating successful innovations.

10. The tenth part of the document discusses the importance of strategic planning and goal setting. It explains that having a clear vision and strategic plan is essential for guiding the organization's actions and measuring progress. The text provides a framework for developing a strategic plan, including identifying the organization's mission, vision, and core values, and setting specific, measurable, achievable, relevant, and time-bound (SMART) goals.

present understanding of how men and women display psychological distress precipitated by roles, their combinations and the strains associated with them.

In sum, the study aims to:

1 - Examine the manner in which the roles of worker, spouse and parent are associated with a range of manifestations of distress to determine: a) whether and how men and women differ in their incumbency in these roles and combinations of these roles and b) the effects of these roles and their combinations on the mental health of women and men.

2 - Examine the quality of intrarole experiences to determine whether men and women who occupy the same roles necessarily experience the same types of role strains and stresses.

3 - Examine the relationship between different types of role stresses and strains and the specific kinds of psychological distress displayed by men and women.

4 - Determine how men and women may differentially manifest psychological distress by examining a broad range of distress symptoms.

1. *Introduction*

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5. *Discussion*

6. *Conclusion*

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LITERATURE REVIEW

The field of stress and gender grew out of efforts to explain the consistent finding of women reporting greater psychological distress than men, most specifically depressive symptoms (Hirschfeld and Cross, 1982; Al-Issa, 1982; Aneshensel, 1986; Aneshensel et al., 1981; Belle and Goldman, 1980; Goldman and Ravid, 1980; Gove, 1972; Klerman and Weissman, 1980; Pearlin, 1975; Pearlin and Johnson, 1977; Thoits, 1987; Verbrugge, 1983). This finding has been replicated both across time and across countries, as well as being based on a variety of data sources - clinical studies of treatment populations and community studies.

Some researchers over the years have hypothesized that these gender differences in rates of depression may, in fact, be artifactual. Some argue that women may perceive, acknowledge, report and/or seek help more than men which would skew the rates of depression or other distress found in samples of women (Goldman and Ravid, 1980). However, a review of the evidence for artifactual differences concludes that women's higher rates of depression are, in fact, an accurate picture of reality (Weissman and Klerman, 1977; Klerman and Weissman, 1980). For example, studies using Holmes and Rahe's life events scale do not reveal that women are experiencing greater numbers of life events than men. Neither are women construing such events as any more upsetting than men (Paykel, 1978). There is also no evidence that women report distress differently than men based on a response bias of

The first part of the document discusses the importance of maintaining accurate records of all transactions and activities. It emphasizes the need for transparency and accountability in financial reporting. The second part details the various methods used to collect and analyze data, including surveys, interviews, and focus groups. The third part presents the findings of the study, highlighting key trends and insights. The final part concludes with recommendations for future research and practical applications of the findings.

The study was conducted over a period of six months, during which time a large amount of data was collected and analyzed. The results of the study are presented in the following sections. The first section provides an overview of the research objectives and the methodology used. The second section discusses the findings of the study, including the results of the surveys, interviews, and focus groups. The third section concludes with recommendations for future research and practical applications of the findings.

The findings of the study indicate that there is a significant need for improved financial reporting practices. This is particularly true for small and medium-sized businesses, which often lack the resources and expertise to maintain accurate records. The study also found that there is a strong correlation between the quality of financial reporting and the success of a business. Therefore, it is recommended that businesses invest in training and resources to improve their financial reporting practices.

In conclusion, this study has provided valuable insights into the importance of financial reporting and the challenges faced by businesses in this area. The findings suggest that there is a need for improved financial reporting practices, particularly for small and medium-sized businesses. It is recommended that businesses invest in training and resources to improve their financial reporting practices, as this is likely to lead to increased success and growth.

social disapproval of distress (Clancy and Gove, 1974; Pearlin, 1975).

Information on helpseeking behavior of men and women, however, does reveal differences. While women do seek help from physicians with greater frequency than men, they seek help for relatively minor illnesses. In contrast, men seek professional help less often, yet when they do, it is more serious, often life-threatening circumstances under which they are compelled to seek assistance (Weissman and Klerman, 1977). Even though women may seek help for depression more readily than men, this does not account for the preponderance of depressed women in community studies, where subjects are not people who have come to a clinic or hospital for treatment.

Since the arguments that gender differences in rates of depression/depressive symptoms may be artifactual are not unequivocally supported, researchers have investigated other avenues of explanation of these gender differences. While there are a variety of theoretical approaches used to explain women's preponderance of psychological distress, these various theories can be seen as representing one of two overriding theories of explanation - the exposure thesis and the vulnerability thesis. Each of these theses will be defined and the theories associated with each will then be discussed.

1. The first part of the document is a letter from the author to the editor, dated 10/10/1954. The letter is addressed to the Editor of the Journal of the Royal Society of Medicine, and is signed by the author, who is identified as a member of the society. The letter discusses the author's interest in the subject of the "The Role of the Doctor in the Modern World" and mentions that the author has written a paper on this subject. The author expresses a desire to have the paper published in the journal and asks the editor to consider the paper for publication. The author also mentions that the paper is available in the author's library and offers to provide a copy to the editor. The letter concludes with a request for the editor's response and a closing signature.

2. The second part of the document is a letter from the editor to the author, dated 10/15/1954. The letter is addressed to the author and is signed by the editor. The letter discusses the author's letter and the paper mentioned in it. The editor expresses interest in the subject and mentions that the paper will be considered for publication in the next issue of the journal. The editor also mentions that the paper is available in the editor's library and offers to provide a copy to the author. The letter concludes with a request for the author's response and a closing signature.

3. The third part of the document is a letter from the author to the editor, dated 10/20/1954. The letter is addressed to the editor and is signed by the author. The letter discusses the author's letter and the paper mentioned in it. The author expresses a desire to have the paper published in the journal and asks the editor to consider the paper for publication. The author also mentions that the paper is available in the author's library and offers to provide a copy to the editor. The letter concludes with a request for the editor's response and a closing signature.

4. The fourth part of the document is a letter from the editor to the author, dated 10/25/1954. The letter is addressed to the author and is signed by the editor. The letter discusses the author's letter and the paper mentioned in it. The editor expresses interest in the subject and mentions that the paper will be considered for publication in the next issue of the journal. The editor also mentions that the paper is available in the editor's library and offers to provide a copy to the author. The letter concludes with a request for the author's response and a closing signature.

5. The fifth part of the document is a letter from the author to the editor, dated 10/30/1954. The letter is addressed to the editor and is signed by the author. The letter discusses the author's letter and the paper mentioned in it. The author expresses a desire to have the paper published in the journal and asks the editor to consider the paper for publication. The author also mentions that the paper is available in the author's library and offers to provide a copy to the editor. The letter concludes with a request for the editor's response and a closing signature.

6. The sixth part of the document is a letter from the editor to the author, dated 11/05/1954. The letter is addressed to the author and is signed by the editor. The letter discusses the author's letter and the paper mentioned in it. The editor expresses interest in the subject and mentions that the paper will be considered for publication in the next issue of the journal. The editor also mentions that the paper is available in the editor's library and offers to provide a copy to the author. The letter concludes with a request for the author's response and a closing signature.

EXPOSURE THESIS

The exposure thesis posits that women's greater experience of depression can be explained by the fact that women are exposed more frequently to stressful events and/or circumstances than men and thus would logically experience more distress related to such exposure than would men. There are two kinds of exposure in this model - structural exposure and experiential exposure.

Structural Exposure. Structural exposure refers to the structural positions that women hold in our society - both their overall lower social position in our society as well as their individual social roles.

These theorists argue that as a result of discriminatory practices in the social and economic arenas of women's daily lives (Cox and Radloff, 1984), many have become dependent on others, feel no sense of ability to act on their own behalf in a meaningful way and thus have decreased self-esteem. Researchers have proposed that such loss of self-esteem contributes directly to the development of depression (Pearlin, et al, 1981). Some have argued that the disadvantaged structural position of women in our society has barred them from social, legal and economic positions and opportunities which would provide them with resources and experiences to increase their self-esteem and thus, lower their rates of depression (Weissman and Klerman, 1977).

Research on the housewife role supports this view. Gove

The first part of the document discusses the importance of maintaining accurate records of all transactions and activities. It emphasizes that proper record-keeping is essential for ensuring transparency and accountability in financial operations. This section also outlines the various methods and tools used to collect and analyze data, highlighting the need for consistency and precision in data entry and reporting.

The second part of the document focuses on the implementation of internal controls and risk management strategies. It details the specific measures taken to identify, assess, and mitigate potential risks, ensuring that the organization remains resilient in the face of uncertainty. This section also discusses the role of the audit function in providing independent assurance on the reliability of financial statements and the effectiveness of internal controls.

The third part of the document addresses the importance of communication and stakeholder engagement. It highlights the need for clear and concise reporting to management and other key stakeholders, ensuring that they are kept informed of the organization's financial performance and strategic direction. This section also discusses the role of the audit function in providing objective and unbiased advice to management on areas for improvement.

The fourth part of the document discusses the importance of continuous improvement and learning. It emphasizes the need for the organization to regularly review and update its policies and procedures, ensuring that they remain relevant and effective in the current business environment. This section also discusses the role of the audit function in identifying areas for improvement and providing recommendations to management on how to address these areas.

In conclusion, the document emphasizes the importance of a strong and effective internal control system, supported by accurate record-keeping, robust risk management strategies, clear communication, and a commitment to continuous improvement. It also highlights the critical role of the audit function in providing independent assurance and objective advice to management on these key areas.

(1972) argues that women's typical role of housewife is inherently stressful and depressing, which would account for women's higher rates of depression. Gove describes the housewife role as unstructured and invisible, providing little prestige for a woman, asking of her only menial skills to complete boring, repetitive tasks. Bernard (1971) also argues that housewives who do not work are, in effect, barred from sources of gratification and self-esteem to which men have ready access. In contrast, however, Pearlin (1975) found that not all housewives were more depressed than working women. Rather, their particular perceptions of their experiences as housewives (such as feeling disenchanting with the role) were more associated with their level of depression.

Other investigators have hypothesized that it is not incumbency in the single role of housewife which may account for women's depression, but that the sheer number of roles that a woman holds may contribute more directly to her experience of depression. Thus, women are required not only to be a housewife in some instances, but also mother, wife, neighbor, friend, daughter, and sometimes worker. These women, then, may become depressed due to role overload or conflict between these often competing roles and their obligations (Burr, et al., 1979; Goode, 1960).

However, other research has suggested that there may be a positive relationship between the number of roles held by an individual and their mental health. Married women, women

The first step in the process of identifying the cause of a problem is to define the problem clearly. This involves describing the symptoms, the frequency of occurrence, and the impact on the system. Once the problem is defined, the next step is to gather data. This can be done through observation, interviews, or data analysis. The data should be collected over a period of time to ensure that the problem is not a one-time occurrence. Once the data is gathered, the next step is to analyze it. This involves looking for patterns, trends, and correlations. The goal is to identify the root cause of the problem, not just the symptoms. Once the root cause is identified, the next step is to develop a solution. This solution should be based on the data and the analysis. It should be designed to address the root cause and prevent the problem from recurring. Finally, the solution should be implemented and monitored. This involves putting the solution into practice and watching to see if the problem is resolved. If the problem persists, the process should be repeated.

who work outside the home and those women who are mothers typically report less depression than their "role-less" counterparts (Aneshensel, et al., 1981; Gore and Mangione, 1983; Kandel, Davies and Raveis, 1985; Menaghan, 1986; Sieber, 1974; Thoits, 1983). Menaghan, using the same data on which the current research is based, (1986) posits that it is not necessarily the number of combination of roles one holds that predicts mental distress but the departure of one's role repertoire from the norm for one's age and gender that may foretell future distress. Thus, a young single unemployed father will experience more distress than an older retired father whose children are adults now and independent from him.

Evidence for such a positive relationship between number of roles held and physical health, however, is mixed. Some investigators find an overall positive relationship between the number of roles and physical health (Nathanson, 1980; Verbrugge, 1983), while others report a negative relationship (Woods and Hulka, 1979; Haynes and Feinleib, 1980).

Thus, the structural positions of women in our society - whether in terms of larger social institutions such as the economy or legal system, or in terms of institutionalized social roles such as housewife (solely or in combination with others) - have been hypothesized as being a major contributor to women's greater rates of depression. While there is general agreement that women's structural position in our

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society is less advantageous than men's, the evidence for the housewife role, or role overload, being the "cause" of women's greater depression is less clearcut. As the evidence for this does not allow consistent conclusions, hypotheses about another type of exposure have been put forth that may provide more lucid explanations of gender differences in distress.

Experiential Exposure. The other type of exposure that has been hypothesized to explain women's preponderance of depression is experiential exposure. Here, the thesis is that while men and women may hold the same social roles, for example, their experiences within those roles are different in such a way that women are more depressed by their incumbency or experience in a given role. Research on the social roles of worker, spouse and parent (and combinations thereof) provide information on the disparate meanings for and experiences of men and women in these roles. While most of the research to be discussed has samples composed of women only and draws comparisons between subgroups of women (e.g., unemployed vs. employed) the information contained herein is valuable for the present discussion.

Employment.

Researchers who have addressed the question of how work is related to mental health, most specifically depression, have, in general, concluded that employment has mixed effects on women's mental health. For example, Pearlin (1975) found no differences in depression between housewives and employed

The first part of the document discusses the importance of maintaining accurate records of all transactions. It emphasizes that this is essential for ensuring the integrity of the financial system and for providing a clear audit trail.

The second part outlines the procedures for reporting and monitoring suspicious activity. It details the steps that should be taken when a potential breach or irregularity is identified, including the roles of various departments and the importance of prompt reporting.

The third part of the document addresses the need for ongoing training and education for staff. It stresses that regular updates are necessary to ensure that employees are aware of the latest security threats and best practices.

The fourth part discusses the importance of collaboration and communication between different units. It highlights that a coordinated effort is required to effectively manage risks and respond to incidents.

The fifth part provides a summary of the key points and reiterates the organization's commitment to maintaining the highest standards of security and compliance.

The document concludes by expressing confidence that these measures will ensure the continued safety and stability of the organization's operations.

women. Tebbetts (1979), however, found that housewives who wanted to work outside the home and could not, were more depressed than those who were employed. Similarly, Aneshensel (1986) found that women who were unemployed were more likely to be depressed than those who were employed, even with high stress in their job.

Rosenfield (1989) finds that while employed women may experience greater power through their job, which would increase one's self-esteem and thus protect one from depressive feelings, the benefits of that increased power may be offset by the conditions of one's job - typically, for women, conditions of high demand and low power to meet those demands. These overall findings may explain those of no difference between housewives and working women reported by Pearlin.

In a somewhat related study, Downey and Moen (1987) examined the relationship of personal efficacy in employment to women's mental health. They found that personal efficacy, which has been implicated in greater vulnerability to depression, was related more to the specific rewards women received from working, rather than the women's employment, per se. Thus, it was the income earned by the women that was most important to fostering feelings of personal efficacy among women heading households. This relationship held regardless of family role demands, race and educational level.

There is a lot of information about the world's population growth and its impact on the environment. The world's population is growing rapidly, and this is causing a lot of problems. One of the biggest problems is that there is not enough food to feed everyone. Another problem is that there is not enough water. There is also a lot of pollution, and this is making the environment worse. All of these problems are making it harder for people to live in the world. We need to find ways to solve these problems. One way is to use science to create new ways of growing food. Another way is to use science to find ways to clean up the environment. We need to work together to solve these problems, because if we don't, the world will be a much worse place to live in.

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These findings suggest that employment, per se, is not good or bad, but the reasons why, and conditions under which women are working, and what women gain from their work (income, power) are the telling elements in understanding the effects of work on women's mental health.

In terms of the relationship of work to distress for men, Brenner (1973) finds that unemployment rates are more strongly associated with distress in men than in women. Pearlin's (1975) research corroborates this finding - he found that men became depressed about occupational strains more than women. Similarly, Verbrugge (1983) found employment status to be most predictive of the physical health of men than either parenthood or marital roles. These findings support the notion that men's psychological identity and feelings are more related to their work role than women's identity and self-worth.

The present study examines the experiential conditions of both men's and women's work, and the relationship of these conditions to the manifestation of psychological distress.

Marriage and Parenthood.

Some researchers contend that the impact of men's feelings toward and the meanings they attach to family roles on their mental health have been underestimated (Farrell and Rosenberg, 1981; Pleck, 1985, cf Barnett and Baruch, 1987) and need to be included in any broad examination of the meanings of social roles and their relationship to distress.

1. *Microeconomic Theory*, 9th edition, by Pindyck and Rubinfeld, Addison-Wesley, 2005.
 2. *Microeconomic Theory*, 8th edition, by Pindyck and Rubinfeld, Addison-Wesley, 2005.
 3. *Principles of Microeconomics*, 8th edition, by Mankiw, Worth Publishers, 2002.
 4. *Principles of Microeconomics*, 6th edition, by Mankiw, Worth Publishers, 1997.
 5. *Microeconomics*, 2nd edition, by Parkin, Matthews, and Matthews, Addison-Wesley, 1990.
 6. *Microeconomics*, 1st edition, by Parkin, Matthews, and Matthews, Addison-Wesley, 1980.
 7. *Microeconomics*, 4th edition, by Parkin, Matthews, and Matthews, Addison-Wesley, 1997.
 8. *Microeconomics*, 5th edition, by Parkin, Matthews, and Matthews, Addison-Wesley, 2000.
 9. *Microeconomics*, 6th edition, by Parkin, Matthews, and Matthews, Addison-Wesley, 2003.
 10. *Microeconomics*, 7th edition, by Parkin, Matthews, and Matthews, Addison-Wesley, 2006.
 11. *Microeconomics*, 8th edition, by Parkin, Matthews, and Matthews, Addison-Wesley, 2009.
 12. *Microeconomics*, 9th edition, by Parkin, Matthews, and Matthews, Addison-Wesley, 2012.
 13. *Microeconomics*, 10th edition, by Parkin, Matthews, and Matthews, Addison-Wesley, 2015.
 14. *Microeconomics*, 11th edition, by Parkin, Matthews, and Matthews, Addison-Wesley, 2018.
 15. *Microeconomics*, 12th edition, by Parkin, Matthews, and Matthews, Addison-Wesley, 2021.
 16. *Microeconomics*, 13th edition, by Parkin, Matthews, and Matthews, Addison-Wesley, 2024.

Some support for this contention comes from Ilfeld (1977) who found that marital stressors had the highest correlation with psychological symptoms for both men and women, with work strains having the second highest correlation with symptoms for the men (while women's second highest correlation was with parental stressors.)

In contrast, evidence on the relationship of marital roles to distress from epidemiological and survey data is consistent in finding that married women are more depressed than married men, and, in most studies, also more depressed than single women in all categories (never married, separated/divorced, or widowed) (Gove, 1972 and Gove and Tudor, 1973; Radloff, 1975; Bachrach, 1975, cf Thoits, 1983; Brown et al., 1975). Such studies have not explicitly examined the quality of or experience within the marital role, but have attributed these differences to such factors as the boring, repetitive nature of a housewife's role, the confining nature of women's traditional role and the lower status of a woman's job, if she happens to work outside the home.

Aneshensel (1986) found that while marital and work roles don't interact to produce distress, they do have joint effects. "Having a dual role in and of itself does not appear to have (a negative effect), but rather experiencing strain in each role is the deciding factor." She concludes that it is better for women to be employed, even with high strain on the job, than to be unemployed. In terms of marriage,

however, women with high marital strain are more depressed than unmarried women. This is in light of the fact that, overall, marriage is better for a person's mental health than being unmarried. Thus, it is better for married women with marital problems to be working (perhaps as an alternative source of esteem and gratification), while working women with job strains do well only if they have good marriages. As before, then, we see that it is not simply the roles or combinations thereof that people hold that informs us of their likelihood of experiencing distress, but the quality of those roles, the experience of role stress and strain and how those strains may interact with or add to each other to affect one's mental health.

In terms of physical health, Verbrugge (1983) found that both women and men who were employed, married and parents had the best physical health. Working single mothers also reported very good health. On the other end of the spectrum, those with the worst physical health included unemployed married fathers, unemployed single childless men, and unemployed husbands. Women who were single, unemployed and had no children reported the worst health of all.

In addition to the suggested denigrating conditions of being a housewife, many studies have suggested that parenthood adds additional burdens to a woman's work, especially if she is employed, and thus, adds to her likelihood of depression (Cleary and Mechanic, 1983). Rosenfield (1989) finds that significant gender differences

in anxiety and depression exist between men and women who all are working, married and parents, with women reporting higher levels of both, while there are no significant gender differences between men and women who are working but single and childless. Brown and his colleagues (1975) studied a community in London and examined the relationship between psychosocial stress and affective disorder. They found that working class married women with young children living at home had the highest rate of depression. Others have found similar results (Pearlin, 1975; Cleary and Mechanic, 1983; Gove and Geerken, 1977). In contrast, Aneshensel (1986) found no significant effect of parental strain on depression, either as a main effect or in combination with role strains in employment and marriage. More recent research (Simon, 1989) found that men who rated parenthood as a highly salient part of their self-concept were more distressed by parental strains than women who rated parenthood as highly salient. These men were also more distressed than both men and women who rated parenthood as having low salience in their self-concept.

Such examinations of the level of strain experienced by men and women in different major roles has proven to be an intriguing avenue of investigation in understanding the relationship of social roles to psychological distress. At this point, it is clear that to most fully understand the impact of social roles on one's mental health, they must be examined in conjunction with each other (multiple roles) and

The first part of the document discusses the importance of maintaining accurate records of all transactions. It emphasizes that proper record-keeping is essential for ensuring the integrity and transparency of the financial system. The document outlines the various methods and procedures used to collect, process, and analyze financial data, highlighting the role of technology in modern accounting practices.

The second part of the document focuses on the challenges and opportunities associated with digital transformation in the financial industry. It explores how emerging technologies such as artificial intelligence, blockchain, and cloud computing are reshaping the way financial institutions operate. The document also discusses the need for robust cybersecurity measures to protect sensitive financial information from cyber threats.

The third part of the document addresses the regulatory and compliance requirements that govern financial institutions. It provides an overview of the key regulatory frameworks, including the Basel Accords, the Dodd-Frank Act, and the GDPR. The document emphasizes the importance of staying up-to-date with the latest regulatory changes and implementing effective compliance programs to avoid penalties and reputational damage.

The fourth part of the document discusses the role of financial institutions in promoting sustainable development and social responsibility. It highlights the growing importance of environmental, social, and governance (ESG) factors in investment decisions and the need for financial institutions to integrate these factors into their core business strategies. The document also discusses the role of financial institutions in supporting small and medium-sized enterprises (SMEs) and promoting financial inclusion.

The fifth part of the document provides a summary of the key findings and conclusions of the study. It reiterates the importance of maintaining accurate records, embracing digital transformation, staying compliant with regulations, and promoting sustainable development. The document concludes by expressing confidence in the future of the financial industry and the role of financial institutions in driving economic growth and prosperity.

that the quality of experience within roles is a crucial piece of the puzzle to examine. It is, of course, naive to expect that all wives, or all husbands, have the same experience by virtue of simply having the same role. And while potential role strains within a given role can be enumerated, neither are all people going to equally experience those strains.

In an effort to further disentangle the experiential exposure thesis, Pearlin (1975) and Pearlin and Lieberman (1979), using the same data set on which the current research is based, examined the distribution of a variety of role strains associated with a variety of roles (or lack thereof): spouse, worker, parent, being unemployed, retired and single. They found some differences in the degree to which men and women experienced some of these strains.

Gender differences were found in terms of work strains, with men experiencing more pressures, time demands, and depersonalization, while women were more likely to report lack of job rewards (e.g., not getting paid enough). No gender differences were found in the experience of noxious physical working conditions (such as noise, dirt, or danger).

When examining the relationship of these strains to depression, they found that 9 of the 19 work strains were significantly correlated with depression. The correlations for men were greater than those for women, leading the investigators to conclude that men become more depressed by work strains than women.

In general, women were more likely to experience strains associated with marriage, while parental strains were not significantly different between men and women (Pearlin and Lieberman, 1979).

Overall, the evidence for the effect of individual social roles, as well as particular combinations of roles, is inconclusive and leads to more questions concerning the relationship of one's social experience and one's level of distress. For example, while Pearlin (1975) found no overall difference in distress between housewives and working women, he did find differences in distress among housewives - depending on their satisfaction with their role. Studies such as this and others such as Aneshensel's (1986) which looked at strain levels within a given role, point to the need to go beyond mere role counting and examine in more detail the intra-role experiences of men and women and how these may be similar or different and how these circumstances may then be related to the experience of distress. This is a central goal of the present study.

VULNERABILITY THESIS

The second major thesis proposed for explaining gender differences in depression or overall distress has been called the "vulnerability thesis" (Kessler and McLeod, 1984). This thesis assumes that the roles and/or stresses therein that men and women experience are similar, but that women are somehow more vulnerable or susceptible to the negative

emotional consequences of these stresses. Some have proposed that perhaps women and men assign different meanings to the stressors in their lives, with women more than men giving weight to stressors leading to depression (Kessler and McLeod, 1984; Pearlin, 1975). There are several hypotheses that have been put forth as explanations for this proposed differential vulnerability to depression. The central explanations are 1) women's basic biological and/or endocrinological composition makes them more likely to respond to stress in a depressive fashion; 2) the dissimilar manner in which males and females are socialized in our society, leading to an ability, or lack thereof, to deal competently with stress; and in a related vein, some researchers have posited that certain personality traits such as Type A behavior and hardiness either exacerbate or protect one from the deleterious effects of stress. 3) differential coping strategies employed by men and women in the face of similar stressors, with women less effectively utilizing various strategies. Each of these will be discussed in turn.

Biological/Endocrinological

Being male or female is a biologically determined characteristic, depending on whether one's parents sex chromosomes combine to be XY or XX. Thus, it is natural that explanations of sex differences in depression or other distress might begin where sexual differentiation begins - on the biological level.

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Research into the role of biology, and more specifically, endocrinology, in stress reactions has, at best, produced mixed results. In a review of such research, focussed on laboratory conditions, Polefrone and Manuck (1987) concluded that, overall, there is little evidence that female hormones exert a systematic influence on responses to laboratory stressors. Evidence for differences in cardiovascular reaction to experimentally induced stress reveals a sex-by-experimental condition interaction, whereby some stimuli, namely achievement/competition conditions, seem to be more potent for women than men, and vice-versa, with some conditions being more likely to elicit cardiovascular responses in men.

In reviewing studies examining endocrinological changes during premenstrual tension episodes, use of oral contraceptives, postpartum depressive episodes and menopausal changes, Weissman and Klerman (1977) conclude that the evidence is, indeed, inconsistent for the first two circumstances, while the evidence is fairly clear that the postpartum period does seem to induce greater depression, and it is also clear that menopause does not seem to affect depression, one way or the other. In any case, the evidence for any small effect does not explain the remaining large gender differences in the experience of depression.

In fact, Verbrugge (1985) argues that women possess some biological protection from physical disease, at least. She finds that women have a greater resistance to both

cardiovascular diseases and infectious diseases (prior to menopause).

So, while speculation continues that biology may play at least a small part in the gender differences in depression, the evidence remains equivocal and shows the need for continued investigation into this area.

Socialization/Personality

Given that men and women start out from birth with a given biology, the subsequent development of each individual is a unique interplay of biology with social environment. Thus, it seems logical that another avenue of explanation for gender differences in distress would be the socializing experiences that males and females have both as children and as they move through adulthood.

The evidence for differential socialization of boys and girls is fairly consistent, showing that boys are socialized to be relatively more aggressive and competitive and geared towards individual achievement, while girls are socialized to be more unassertive, passive, selfless and geared towards helping others (Gilligan, 1982; Mussen, Conger and Kagan, 1979; Maccoby and Jacklin, 1974). In a model of "learned helplessness" such socialization of personality traits in females has been hypothesized to lead directly to the development of depression, as females are not reinforced for learning to take active control of their lives or their

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surroundings in the ways in which males do and for which they are reinforced (Weissman and Klerman, 1977; Cox and Radloff, 1984; Hammen, 1982; Radloff and Monroe, 1978).

Cox and Radloff (1984) suggest that what they call "susceptibility factors" are important elements in the etiology of depression. Susceptibility factors are those just described - women's childhood socialization into helplessness and dependency as well as the life-long reinforcement of sex-role stereotypes which perpetuate women's passivity and lack of control. Rosenfield (1989) also described women's roles as being positions of low power and high demand which perpetuate feelings of lack of control, which then lead to depression. [These are somewhat akin to the structural exposure thesis arguments.]

Another field of research clearly related to socialization and its relationship to distress is personality and how certain personality traits may exacerbate or protect one from depression or other distress. Kobasa (1987) proposes that several personality factors are involved in one's response to stress - these include a) one's feeling of personal control; b) one's self-esteem and self-concept; c) degree of Type A behavior, which include aggressiveness, competitiveness, and low tolerance for frustration; and d) hardiness, which she defines as one's expression of commitment, control and challenge in dealing with the vagaries of life. Other research has reported lower levels of perceived control in women as well as lower levels of self-

esteem (Pearlin, et al., 1981). In contrast, men typically manifest more Type A behavior than women (Platt, 1984). Gender differences in levels of hardiness have not been investigated.

Overall, then, research on socialization and personality traits show that women are deprived of socializing experiences and the subsequent nurturance of certain personality traits which would perhaps protect them from depressive responses to stress.

However, there is an intriguing investigation into the relationship of Type A behavior and Coronary Heart Disease (CHD) which challenges some of the assumptions about the impact of socialization on behavior and personality development, and which is worthy of discussion here (Platt, 1984).

When examining levels of Type A behavior in working men and women, Platt found that the mean scores of Type A behavior for working men and working women were equal. However, working women had higher Type A scores than housewives, with fulltime workers and women with more education having higher scores than part-time workers. In addition, women in high status jobs had higher scores than those in lower status jobs. Thus, while working, per se, may not increase chances of CHD, certain types of jobs (high status), and in combination with other factors (i.e., economic pressures, family responsibilities in terms of children) are related to higher rates of CHD in women.

These findings suggest that it may not, in fact, be simple socialization that accounts for the development of, first, personality traits necessary to certain types of jobs (i.e., aggressiveness and competitiveness), and, second, the development of negative physical consequences related to strains associated with such jobs. Some other research has documented the interplay between job demands and development of personality traits (Kohn 1980). Support for this notion is found in Platt's study, as the levels of Type A behavior varied consistently with levels of job involvement or responsibility, and, presumably, stress. Thus while the majority of women may not have been initially socialized to compete for such jobs, clearly some women either inherently possess those traits or have developed them as adults, perhaps in conjunction with job experiences.

This calls into question whether childhood socialization experiences may preclude personality changes during adulthood. Thus, it may not be socialization, per se, that accounts for women's greater depression, but that socialization, in conjunction with structural barriers to opportunities for adult women to develop other non-traditional personality characteristics, may lead to women's greater rates of depression. The personality traits discussed here, Type A, may not in fact be a desirable set of characteristics for women to strive to achieve if they are so detrimental to one's health. However, the question remains as to the unchanging effect of childhood socialization on adult

experiences of stress and distress, and whether the focus should be on the social institutions which perpetuate our notions of what boys and girls should be like as opposed to affording men and women equal opportunities to develop what skills and traits they may.

Coping

Another suggested source of the presumed vulnerability of women to depression lies in coping strategies. Some investigators have found that women do not utilize coping strategies that work as effectively as those used by men (Makosky, 1980; Pearlin and Schooler, 1978). Pearlin and Schooler found that

"men more often possess psychological attributes or employ responses that inhibit stressful outcomes of life problems; and in 2 of 3 instances where women more often employ a response it is likely to result not in less stress, but in more."

Similarly, Miller and Kirsch (1987) found that men are more likely to use "direct-action" coping and also externalize blame and conflict, while women more often used catharsis as a coping strategy and are more likely to internalize blame and conflict. Such internalization is strongly linked to depressive symptoms.

The learning and development of different coping strategies seems to be logically connected to how men and women are socialized. As boys and girls are growing up, their reactions and responses to difficult situations or problems receive different responses from others which help to shape learning.

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Thus, coping strategies which we observe in adults may be closely connected to the theory discussed above that much of the difference in distress we observe in adults is initially created by basic socialization, and perpetuated by the ongoing conditions of our social institutions.

In summary, the vulnerability thesis argues that while men and women may experience the same types of stress or the same degree of stress, women will be more vulnerable to negative emotional consequences and more likely to respond with depression than men. Hypotheses about various roots of such vulnerability provide mixed conclusions about a biological basis for differences. Evidence from biological and endocrinological investigations is inconclusive and, at best, points to a minor role in the differential manifestation of depression by women. Conclusions from theoretical hypotheses concerning the role of socialization in the development of personality traits more likely to be associated with depression is both difficult to measure without longitudinal data and subject to the confounds of individual experience, as in the display of Type A behavior in working women. It may be that women who are "born" Type A select themselves into jobs and achieve levels of success commensurate with their level of Type A behavior. While evidence for differences in coping strategies is consistent - women in general utilize less effective strategies than men - it is unclear how the development of strategies takes place, and if coping is an inherent ability or, more likely, a learned skill, taught through socialization and other life

experiences. In terms of women who do cope well, the question is whether that is a product of their inborn personality, their unique or nontraditional socialization experience or the result of certain adult experiences, in the job, for example, or elsewhere.

The present study seeks to examine the relationship between certain central social roles, their combination, the quality of role experience (i.e., role strain) and a variety of mental distress factors. In this way we may begin to tease out whether men and women share the same role configurations in their daily lives, whether their experience within the same roles is comparable, and whether the relationship between such experience and mental distress is similar or dissimilar.

Thus far, we have reviewed the knowledge to date concerning possible causes or antecedents to men's and women's distress. Now we shall turn to the consequence of stress - how mental distress has been examined in various investigations.

DIFFERENTIAL OUTCOMES

Examinations of stress and its relationship to various manifestations of mental distress have, for the most part, utilized depression and anxiety as the mental health outcomes of interest. This is in spite of the fact that the evidence is overwhelmingly consistent that, in general, men and women manifest distress in different ways. While the most recent epidemiological studies of mental disorder reveal no overall gender differences in prevalence of mental disorder, there are clear and consistent gender differences in the forms of distress (Myers, et al., 1984; Robins, et al., 1984; Weissman, et al., 1984). It has been established that while women are more likely to manifest distress in the form of major depression, anxiety, psychotropic drug use, and panic and obsessive-compulsive disorders, men are more likely to display distress in the forms of high alcohol use, illicit drug use, antisocial personality disorder, and suicide (Biener, 1987; Goldman and Ravid, 1980; Al-Issa, 1982; Klerman and Weissman, 1980; Colten and Marsh, 1984; Fidell, 1982; Gomberg, 1979; Leland, 1982; Lester, 1984; Myers, et al., 1984; Platt, 1984; Robins, et al., 1984; Seiden, 1984; Weissman, et al., 1984).

These findings suggest that exposure, per se, may not be the only central issue, and the question of vulnerability may be: who is most vulnerable to what type of manifestation? It may be that stress of all kinds may be experienced by men and women and they are both equally distressed by it, but manifest the distress in different ways that are not all

The function $f(x)$ is continuous on $[a, b]$ and differentiable on (a, b) . Let c be a point in (a, b) . Then there exists a point ξ in (a, b) such that

$$f'(c) = \frac{f(b) - f(a)}{b - a} + (b - c) f''(\xi)$$

This is Taylor's theorem with the Lagrange form of the remainder. The proof is similar to the proof of the mean value theorem. We consider the function

$$g(x) = f(x) - \frac{f(b) - f(a)}{b - a}(x - a) - \frac{f''(\xi)}{2}(x - c)^2$$

and apply the mean value theorem to $g(x)$ on the interval $[a, b]$. The function $g(x)$ is continuous on $[a, b]$ and differentiable on (a, b) . We have

$$g(a) = f(a) - \frac{f(b) - f(a)}{b - a}(a - a) - \frac{f''(\xi)}{2}(a - c)^2 = f(a) - \frac{f''(\xi)}{2}(a - c)^2$$

$$g(b) = f(b) - \frac{f(b) - f(a)}{b - a}(b - a) - \frac{f''(\xi)}{2}(b - c)^2 = f(a) - \frac{f''(\xi)}{2}(b - c)^2$$

Since $g(a) = g(b)$, the mean value theorem implies that there exists a point η in (a, b) such that

$$g'(\eta) = 0$$

We have

$$g'(x) = f'(x) - \frac{f(b) - f(a)}{b - a} - f''(\xi)(x - c)$$

and so

$$f'(\eta) = \frac{f(b) - f(a)}{b - a} + f''(\xi)(\eta - c)$$

Since η is between a and b , we have $\eta - c$ between $a - c$ and $b - c$. Therefore,

$$f'(c) = \frac{f(b) - f(a)}{b - a} + (b - c) f''(\xi)$$

This completes the proof.

Example 10.1

Let $f(x) = \sin(x)$. Then $f'(x) = \cos(x)$ and $f''(x) = -\sin(x)$. Let $c = \pi/2$. Then

$$f'(c) = \cos(\pi/2) = 0$$

$$\frac{f(b) - f(a)}{b - a} = \frac{\sin(b) - \sin(a)}{b - a}$$

and

$$(b - c) f''(\xi) = (b - \pi/2)(-\sin(\xi))$$

Therefore, Taylor's theorem implies that

$$\cos(\pi/2) = \frac{\sin(b) - \sin(a)}{b - a} - (b - \pi/2)\sin(\xi)$$

This shows that the error term in the Taylor expansion of $\sin(x)$ around $\pi/2$ is bounded by $(b - \pi/2)$.

captured in many of the previous investigations.

Two national probability samples provide evidence for this position. Timmer and colleagues (1985, cf Biener, 1987) asked their respondents, "When you feel worried, tense or nervous, do you ever drink alcohol (or, take medicines or drugs) to help you handle things?" Twenty-nine percent of the men reported using alcohol, in comparison to 16% of women. In contrast, 34% of women reported using drugs while only 24% of the men did. Perry et al (1974, cf Biener, 1987) in another national probability sample asked about the use of drugs and/or alcohol in response to "feeling nervous or upset or a little blue and depressed." They found that 70% of the respondents used neither in response to these feelings, while 19% of the women and 9% of the men reported using drugs. In a reverse pattern, 16% of the men used alcohol in response to these feelings, while only 6% of the women did. Only 3-4% of the sample reported using both drugs and alcohol in response to bad feelings. So, while the overall rates of substance use are roughly comparable, it is the choice of substance which differs by gender.

These results clearly indicate a need to examine a broad range of outcomes. In other studies, Frost and Averill (1982, cf Barnett, et al., 1987) and Hyde (1986, cf Barnett, et al., 1987) both report finding one negative emotion that is expressed more by men than by women and that is feelings of anger. This is a seldom used index of distress, but one that is employed in the current study. Clearly, then, examination

of one or two manifestations of distress, and only those which women are more likely to express, biases the answers we may find and the conclusions we then draw.

DEMOGRAPHIC FACTORS IN STRESS AND DISTRESS

While gender differences in the experiences of stress and the manifestations of distress have been widely investigated, other socio-demographic characteristics of people have also been found to be significantly related to their experience both of stress and distress. Factors such as age and socioeconomic status all provide information about where people may be located in the larger social structure. An individual's location in this structure tells us something about how their life is organized and what experiences they may be likely to have. There is a clear body of knowledge concerning their relationship to distress and this will be briefly reviewed here as they do provide the larger social backdrop against which the main questions of the present study will be examined.

Age Evidence for age differences both in the experience of stress and manifestations of related distress is, for the most part, clear. In terms of age differences in the types of role strains experienced, it is logical to assume that older respondents are more likely to experience strains associated with retirement, widowhood and thus, singlehood, and concerns about children who no longer live at home, than younger respondents. As Pearlin found in his analyses of the same

data set being examined here, there are differences in the types of work strains experienced by older and younger workers - with younger workers more likely to express strains associated with time pressures and depersonalization. Similarly, younger married people were more likely to report higher marital strain than older married persons.

In terms of age differences in manifestations of distress, epidemiological data reveals fairly consistent findings. Gender differences in depression, for example, seem to hold across the life span, with women of all ages reporting higher levels of depression than men. Alcohol use and abuse, on the other hand, is less prevalent among older people, and seems to be generally more prevalent among younger men, particularly. Similarly, anxiety is less prevalent in later life, and evidence shows that manifestations of anxiety differ by gender in the later years of life. Men report more physical symptoms, while women report more psychological symptoms and personality dysfunction (Lurie, Swan and Associates, 1987).

Socioeconomic Status

Socioeconomic status is a variable which is often defined differently depending on the investigator or on the data available to the investigator. Operationalization of SES ranges from education level to income to occupational status, to some combination of these. While all of these provide some inferential gauge of an individual's social position,

The first part of the report is a general introduction to the subject of the study. It discusses the importance of the study and the objectives of the research. The second part of the report is a literature review. It discusses the work of other researchers in the field and identifies the gaps in the current knowledge. The third part of the report is the methodology. It describes the methods used to collect and analyze the data. The fourth part of the report is the results. It presents the findings of the study and discusses their implications. The fifth part of the report is the conclusion. It summarizes the main findings of the study and provides recommendations for future research.

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and research has demonstrated some clear class differences in the experience of distress, social class does not fully explain all the variations in stress and distress observed. Evidence for social class differences in both experience of life events and manifestations of distress is widespread and, for the most part, consistent. Most investigators have reported higher levels of distress in the lower echelons of the social strata. For example, Derogatis, et al (1971) found that lower class respondents were higher on depression and somatization factors of a 5-dimension symptom list. Kessler and Cleary (1980) report similar findings. Both studies, however, commented on the issue of differential perceptions and interpretations of distress by different social classes and that while this is an important factor in understanding the meaning of distress across social strata, this has largely not been addressed. Carr and Krause (1978) found that class was still associated with symptomatology even after controlling for age, acquiescence and social desirability.

In terms of examining life events and their impact, both Kessler and Cleary (1980) and Ulbrich, et al (1989) found that respondents in the lower socioeconomic classes were more vulnerable to the impact of negative life experiences than those in higher classes. Thus, while respondents across all levels of social class may have the same likelihood of experiencing a negative life event, once it occurs, those in the lower classes are more distressed by it. (Ulbrich found that lower class respondents were more exposed, as well as more vulnerable, to negative life events than middle class

respondents.)

When one looks at the factors which have been hypothesized to be implicated in greater vulnerability, it is clear why there are consistent differences found between lower and upper social classes. Kessler and Cleary (1980) note the following factors associated with greater vulnerability to distress: appraisal, anxiety proneness; low threshold for uncertainty, self-esteem; perceived personal control; coping abilities; social resources; income; and social support. Many of these factors have been found to be differentially distributed across the social classes - for example, Pearlin and Schooler (1978) found that less effective coping strategies were employed by those with lower levels of education and those with lower income. Thus, these factors and not the life events themselves may be the explanatory factors in understanding differential responses to stress.

In the present research, some of these factors will be directly assessed, across role combinations and socioeconomic status, in an attempt to further clarify their role in people's experiences of stress and distress.

SUMMARY

At this point, a reiteration of the aims of this study in light of what is known, and what has been reviewed may be helpful. The central aims of this study are to examine gender differences in the relationship of role incumbency, the combinations of roles that people hold, the experience of role strain, and subsequent forms of psychological distress,

ROLE INCUMBENCY. This study will repeat the question other studies have asked: Do the roles of spouse, worker, and parent help to explain positive or negative mental health. In light of previous research, we should expect to find that marriage (vs. singlehood) is associated with better mental health, although less so for women than for men.

Employment can be expected to have a generally positive effect on both men's and women's mental health. In contrast, parenthood may have mixed effects, depending on more contextual factors such as age of children, mother's work status, etc.

ROLE COMBINATIONS. Again, this study will address a question previously examined: Do different combinations of these 3 central roles (or their absence) have a less or greater deleterious relationship with one's mental health. Based on the evidence reviewed we could expect that, in general, the more roles one holds, the better one's mental health will be. Once more, however, the research suggests that it is not simply the roles themselves that are most predictive of mental health, but the quality of one's

The first step in the process of developing a business plan is to identify the market opportunity. This involves conducting a thorough market analysis to determine the size, growth, and competitive landscape of the industry. Key factors to consider include the target market, customer needs, and the overall economic environment. Once the market opportunity is identified, the next step is to define the business model and the value proposition. This involves determining how the business will generate revenue, the cost structure, and the unique benefits it offers to customers. The business model should be clearly articulated, showing the flow of cash and the path to profitability. Following this, a detailed financial plan is developed, including a budget, cash flow projections, and a break-even analysis. This financial plan provides a quantitative measure of the business's viability and helps to identify potential risks and opportunities. The final step in the process is to create a marketing and sales strategy. This involves identifying the target audience, developing a marketing mix, and establishing a sales process. The marketing strategy should focus on building brand awareness, generating leads, and converting prospects into customers. The sales strategy should outline the sales channels, the sales team, and the sales process. By following these steps, entrepreneurs can develop a comprehensive business plan that serves as a roadmap for their business's success.

experience in that role.

ROLE STRAIN. The most insightful studies of the relationship between social roles and distress have taken into account the level of role strain and stress experienced as people live out their daily lives. Work such as that by Aneshensel as well as Pearlin have demonstrated the usefulness of such an approach. We cannot assume that if the same role is held by two people, their experience in that role is identical as well.

By examining both a broad range of potential strains that men and women may experience, given certain roles or role combinations, as well as including a wide variety of mental distress factors, we can address questions such as: do men and women experience similar or dissimilar types of strains when they hold the same roles and role combinations; do men and women manifest distress in similar or dissimilar ways, given similar precipitating strains? Questions such as these will help to move the field of gender, stress and distress beyond its current level of understanding.

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CHAPTER 2
RESEARCH DESIGN AND METHODS

Sample. The current study will utilize data from a study developed by L.I. Pearlin for the purpose of investigating the social sources of psychological distress. In 1972, interviews were conducted with 2,299 people from the adult population of the Census-defined urban area of Chicago. The interviews had three main foci: the assessment of a wide range of problems and exigencies people experience as breadwinners and workers, as spouses, and as parents; the identification of resources and responses they employ in coping with these life-strains; and the delineation of symptoms indicative of emotional stress and psychological disturbance (Pearlin, 1975).

A cluster technique was used to draw the 1972 sample, each cluster consisting of four households per block. In anticipation of refusals - 30 percent of those contacted - and to make allowance for households where contact could not be established within three callbacks, substitute addresses in each block were also prelisted. The sex of the person to be interviewed in each household was predesignated in order to have as equal a number of males and females as possible. Finally, only those between the ages of 18 and 65 were included, producing a sample still actively engaged in occupational life (Pearlin and Lieberman, 1979).

The sociodemographic characteristics of the sample are

the 1960s, the 1970s, and the 1980s. The 1960s were a time of great social and cultural change, and the 1970s were a time of economic stagnation and social unrest. The 1980s were a time of economic growth and social conservatism. The 1990s were a time of economic recovery and social liberalism. The 2000s were a time of economic growth and social conservatism. The 2010s were a time of economic stagnation and social unrest. The 2020s are a time of economic recovery and social liberalism.

The 1960s were a time of great social and cultural change. The Civil Rights Movement was in full swing, and the Vietnam War was raging. The 1970s were a time of economic stagnation and social unrest. The oil crisis of 1973 led to a period of high inflation and unemployment. The 1980s were a time of economic growth and social conservatism. The Reagan Revolution brought about a period of low inflation and high economic growth. The 1990s were a time of economic recovery and social liberalism. The Clinton administration brought about a period of low inflation and high economic growth. The 2000s were a time of economic growth and social conservatism. The Bush administration brought about a period of low inflation and high economic growth. The 2010s were a time of economic stagnation and social unrest. The financial crisis of 2008 led to a period of high unemployment and low economic growth. The 2020s are a time of economic recovery and social liberalism. The Biden administration brought about a period of low inflation and high economic growth.

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presented in Table 2-1. More than half of the sample is female (59%). While three-quarters of the sample is white, one-quarter is non-white. Most of the respondents are married (69%), with many fewer respondents being single (13%), separated (4%), divorced (6%) or widowed (7%). The level of education reported by the respondents is almost equally divided among three categories - less than high school (32%), high school (32%), or more than high school (35%). There is a fairly normal curve of occupational statuses, ranging from unskilled labor to the most respondents being in some clerical or sales position, and fewer being among the higher echelons of management and professional occupations. Similarly, income is distributed with a somewhat positive skew - with the majority (87%) of respondents reporting income of \$20,000 or less. The ages of the respondents are fairly evenly distributed, with between 15% and 25% in each decade category.

Table 2-1. Sociodemographic Characteristics of Sample.

<u>Social Characteristic</u>	<u>1972 sample (N=2,299)</u>
Sex	
Male	41%
Female	59%
Race	
White	75%
Non-white	25
Marital status	
Single	13%
Married	69
Separated	4
Divorced	6
Widowed	7
Education	
Less than high school	32%
High school	32
More than high school	35
Occupational status	
Unskilled	9%
Semi-skilled	17
Skilled	15
Clerical, Sales	31
Administrative, Minor Professional	11
Executive, Major Professional	4
Income	
Less than \$8,000	29%
\$ 8,000 to \$13,999	38
\$14,000 to \$19,999	20
\$20,000 to \$25,999	7
More than \$26,000	6
Age	
Twenties	15%
Thirties	25
Forties	22
Fifties	18
Sixties	20

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CONCEPTS AND THEIR MEASURES.

Role Constellations. The measures to be used for role constellations - the number and combinations of roles held by the respondent - are straightforward and self-reported. Information about 3 central roles is utilized. First is employment status; the respondent simply indicated if they are currently unemployed, employed full-time or part-time. Marital status is indicated by whether the respondent is married and living with their spouse, currently separated, never married, widowed or divorced. Parental status is indicated by whether or not the respondent has children. As described earlier, I shall examine the separate relationship of each of these roles to distress and also the way these roles combine in the lives of people and the association of such combinations with distress.

Role Strains. Not only is the incumbency in a role to be examined, but also the quality of experience within each role. As discussed previously, the evidence points to the importance of understanding how men and women rate the quality of their intrarole experiences. Thus, measures of role strains were chosen to examine the relationship between role quality and distress.

These indices were developed during the initial phases of original data collection. In open-ended, unstructured discussions with over 100 respondents, the investigator identified strains associated with their social roles. From a

1. The first part of the document discusses the importance of maintaining accurate records of all transactions, including sales, purchases, and expenses. This is essential for ensuring the accuracy of financial statements and for identifying areas where costs can be reduced.

2. The second part of the document outlines the various methods used to calculate the cost of goods sold (COGS) and the resulting gross profit. It compares the FIFO (First In, First Out) and LIFO (Last In, First Out) methods, highlighting their respective advantages and disadvantages.

3. The third part of the document focuses on the calculation of net income, taking into account all operating expenses, depreciation, and interest. It emphasizes the need for careful attention to detail in the calculation of these items.

4. The final part of the document discusses the implications of the tax laws that apply to the business. It covers the various deductions and credits available, as well as the impact of the corporate tax rate on the company's overall profitability.

5. In conclusion, the document stresses the importance of a thorough understanding of the company's financial performance and the role of accounting in this process. It encourages the use of sound accounting practices to ensure the reliability and accuracy of the company's financial information.

thematic analysis of these open-ended interviews, references to a number of strains repeatedly arose. Questions were then developed around these issues and were subjected to a number of pretests leading to the development of the final structured interview.

The types of life-strains being utilized here are those circumstances that are not events in the sense of having a clear beginning and end. They are more the persistent, everyday circumstances of people's lives, problems which they encounter as they carry out the responsibilities associated with their various roles. Below are the dimensions of strains that are measured within each of the three roles (See Table 2-2), with the measures themselves presented in Appendix I. Respondents answered each question on a Likert scale ranging from "never" to "very often" or "not at all" to "very much."

Thus, for example, in the dimension of occupational strain of Noxiousness of physical working condition ($\alpha=.67$), the respondent was asked, "How much of the time do you have a lot of noise (dust, dirt, physical danger) on the job?" The Work Pressure subscale ($\alpha=.37$) contains items that assess how much of the time the respondent feels she/he has more to do than time allows, or works too many hours. The Deprivation of Rewards subscale ($\alpha=.62$) measures the more tangible things one may reap from a job and the respondent's concern about such things as: getting paid enough, having good benefits, getting good training for

The first part of the document discusses the importance of maintaining accurate records and the role of the auditor in ensuring the integrity of the financial statements. It emphasizes the need for transparency and the consequences of misreporting.

The second part details the various methods used to audit financial statements, including the use of sampling and the importance of understanding the internal control system. It also touches upon the challenges faced by auditors in a globalized economy.

The third part of the document focuses on the ethical responsibilities of auditors and the impact of external pressures on their judgment. It discusses the importance of independence and the role of professional associations in setting and enforcing standards.

The final section concludes with a call for continued education and improvement in the auditing profession to meet the demands of a complex and rapidly changing business environment.

future jobs and general job security.

The measure of Depersonalizing work relations ($\alpha=.53$) is designed to assess the degree to which the respondent feels liked and respected by others in the workplace.

These 4 subscales then address crucial tangible and intangible aspects of 2 dimensions of one's work experience: the task dimension (Noxiousness - tangible; Work pressure - intangible) and the interactional dimension (Deprivation of rewards - tangible; Depersonalization - intangible).

The marital strain scales assess 3 separate dimensions of a marital relationship. First, how does the respondent feel their own personal growth is hampered or nurtured in the relationship. Items which ask about the degree to which one can "be one's self" feels genuinely accepted by one's spouse, or has the opportunity for personal growth, comprise the subscale of "Lack of Opportunity for personal growth" ($\alpha=.77$).

The second dimension of marital strain asks how well the respondent feels their spouse is fulfilling their spousal role. This is asked in terms of communication, affection, sex, money, and general appreciation of the respondent ($\alpha=.80$).

The last dimension is of Marital Reciprocity ($\alpha=.78$). This assesses the degree of give-and-take between spouses when decisions are being made, and how often the respondent feels one gives in more than the other.

The role strains associated with parenting are composed of 2 subscales - one of which assesses the children's lack of "proper" direction in the eyes of the parent. Items that ask about the child's interest in religion, moral values, and overall good preparation for the future are included ($\alpha=.80$). The second scale measures parents' concerns about their children's actual behavior - such as not treating the parent with respect or cooperation, not doing well academically or socially, and general carelessness about time use, appearance, etc. ($\alpha=.75$). Three additional items are asked of parents whose children are over 21 or living away from home. These assess the degree of contact between parent and child(ren) by asking: How often: a) Do you receive a phone call or letter from your child(ren)?; b) Do your children visit you? and c) Are you invited to visit your children?

These scales together, then, provide a good measure of parents' concern with both more psychological characteristics of their children (e.g., values, goals) as well as the specific behavioral characteristics of their children (e.g., school grades, politeness, etc.).

These measures have been previously subjected to measurement modeling (both exploratory factor analysis and confirmatory factor analysis) utilizing LISREL procedures (Pearlin & Lieberman, 1979). Conducted for the current study, the alphas for each scale of role strain range from .53 for "Depersonalizing Work Relations" to .84 for "Unemployed role strains." The exception is the subscale of Work Pressures

The first step in the process is to identify the problem or goal. This involves understanding the current situation and what needs to be achieved. Once the goal is clear, the next step is to develop a plan. This plan should outline the steps that need to be taken to reach the goal, including the resources that will be needed and the timeline for completion. After the plan is developed, the next step is to implement it. This involves putting the plan into action and monitoring progress. Finally, the last step is to evaluate the results. This involves comparing the actual results to the goals and determining what lessons can be learned from the experience.

There are several key factors that can influence the success of a project. One of the most important is communication. Effective communication is essential for ensuring that everyone involved in the project understands their role and is working towards the same goal. Another key factor is resource management. It is important to ensure that the project has the necessary resources, including time, money, and personnel. Finally, flexibility is also important. Projects often encounter unexpected challenges, and it is important to be able to adapt the plan as needed.

There are many different types of projects, and each one may require a different approach. For example, a project that involves a large number of people may require a different communication strategy than a project that involves a small number of people. Similarly, a project that involves a tight budget may require a different resource management strategy than a project that has a larger budget. It is important to understand the specific requirements of each project and to tailor the approach accordingly.

There are many different ways to manage a project, and each one has its own strengths and weaknesses. Some people prefer a more structured approach, while others prefer a more flexible approach. The key is to find the approach that works best for you and your project. There are also many different tools and techniques that can be used to manage a project, and it is important to explore these options and find the ones that work best for you.

Project management is a complex task, but it is also a rewarding one. By following the steps outlined above, you can increase your chances of success and ensure that your project is completed on time and within budget. Remember to communicate effectively, manage your resources carefully, and be flexible when things don't go as planned. With the right approach, you can achieve your goals and make a positive impact on the world.

which has an alpha of .37. Although this is low, it does provide some indication of the degree to which people feel overwhelmed with their job tasks and thus will be utilized.

In addition to the central employment, marital and parental strains, role strains associated with being a single person (alpha=.77), and being retired (alpha=.84) or unemployed (alpha=.81) are measured.

Examination of these scales will show that the common thread to all these problems, regardless of whether they are job, marital or parental problems, is that they involve normal, everyday occurrences and social relations in the lives of normal, everyday individuals.

1. *Introduction*

The purpose of this study is to investigate the effects of a new educational program on student learning outcomes. The program, known as the "Innovative Learning Model" (ILM), was implemented in a secondary school over a period of six months. The study aims to determine whether the ILM leads to significant improvements in students' academic performance, critical thinking skills, and overall engagement in the classroom.

The research is structured as follows: Section 2 provides a detailed description of the ILM, including its theoretical foundations and the specific activities involved. Section 3 outlines the research methodology, including the selection of participants, the data collection instruments, and the statistical analysis used. Section 4 presents the results of the study, showing the changes in students' scores and attitudes before and after the implementation of the ILM. Finally, Section 5 discusses the implications of the findings for educational practice and suggests areas for further research.

The study is based on a quantitative research design, using pre-test and post-test scores to measure the impact of the ILM. The data were analyzed using a paired-sample t-test to determine if the differences between the pre-test and post-test scores were statistically significant. The results indicate that the ILM had a positive and significant effect on students' learning outcomes, particularly in the areas of critical thinking and engagement.

The findings of this study suggest that the ILM is an effective educational approach that can be adopted by other schools to enhance student learning. However, the study also identified some limitations, such as the short duration of the intervention and the lack of a control group. Future research should aim to address these limitations and explore the long-term effects of the ILM on students' learning outcomes.

Table 2-2. Enumeration of strain measures in social roles.

Occupation.

Noxiousness of physical working environment.

Job pressures, work overload.

Deprivation of rewards.

Depersonalizing work relations.

Scale of Unemployment strains.

Scale of Retired strains.

Marriage

Lack of marital reciprocity.

Nonfulfillment of role expectations.

Nonacceptance of one's self by spouse.

Scale of Unmarried strains.

Parenthood

Children's failure to act toward parental goals or values.

Children's failure to be attentive, considerate of parents.

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OUTCOME MEASURES

It will be recalled that one of the premises to be tested in this analysis is that the greater disposition of women to depression and anxiety may be due to the limited scope of investigation into outcomes. Evidence shows that while there are no overall gender differences in mental distress, there are gender differences in the forms that distress takes. Therefore, several diverse manifestations of psychological distress will be examined here: depression, anxiety, alcohol use, drug use, psychophysiological symptoms and feelings of anger.

Anxiety and Depression. The symptoms which form these two scales were originally identified from the presenting complaints of patients receiving psychiatric treatment (Lipman, et al, 1969; Derogatis, et al., 1971) and are part of the HCL 90 (Hopkins Checklist).

The measure of anxiety is made up of 12 items, assessing such items as headaches, upset stomach, trembling hands, and pounding heart. The depression scale is composed of 11 items, asking about lack of enthusiasm, trouble with sleep, feelings of hopelessness, etc. Responses are scored on a Likert scale, where the larger the number of symptoms frequently experienced, the larger the score.

When the symptoms are factor analyzed, those numbered 1 through 12 (see Appendix II) form an anxiety factor; the remainder of the symptoms constitute a depression factor. These factors have been subjected to LISREL measurement

modeling and the alpha scores of each factor are .85 for the anxiety factor and .86 for the depression factor (Pearlin, 1975). While these scales are not meant to be diagnostic tools for clinical states of depression and anxiety, they do constitute a measure of depressive symptoms, an indication of one's level of distress.

Substance use. There are two indicators of substance use - one concerning alcohol consumption and the other prescription or over-the-counter drugs. The measure of alcohol use is composed of two questions: the first asks whether the respondent "...ever drinks beer, wine, whiskey or other liquors?" The second question, asked only of those who responded affirmatively to the first, asks, "Would you please tell me if at any time during the past month you have drunk enough to be high?" For those who said "yes," they were then asked to give the number of these times. Those respondents who said they had not drunk enough to be high were assigned a numerical score of 0, in order to maintain the continuity of this score, and to maintain a sufficient number of respondents for this variable (only 376 out of 1683 respondents said they'd drunk enough to be high). Thus, this variable of "Drinking" is treated as a continuous variable, ranging from 0 to 9, the maximum number of "times high" given by respondents. Pearlin and Radabaugh (1976) make the point that while one's unconscious motivations for drinking may not be in line with one's conscious reasons, they do find

When we are able to understand the nature of the problem, we can then begin to look for solutions. In the case of a complex problem, it is often necessary to break it down into smaller, more manageable parts. This process of decomposition is a key skill in problem solving. By focusing on one part of the problem at a time, we can avoid becoming overwhelmed by the complexity of the whole. Once we have identified the individual components, we can then look for patterns or similarities between them. This can help us to see the problem from a different perspective and may lead to a breakthrough in our understanding. It is important to remember that problem solving is a process that often involves trial and error. We may need to try several different approaches before we find the one that works. It is also important to be flexible and open to new ideas. Sometimes the solution to a problem is not what we first expect. By keeping an open mind and being willing to try new things, we increase our chances of finding a successful solution. In summary, effective problem solving requires a combination of analytical skills, creativity, and persistence. By breaking down a problem into its constituent parts, looking for patterns, and being willing to try different approaches, we can tackle even the most complex challenges with confidence and success.

consistent increases in reported inebriation as the tendency to use alcohol as a coping device for stress increases.

Drug use does not refer to illicit drug use, but is indicated by response to a query about the number of days in the past week that the respondent had taken any pills or medicines (prescription or not).

Psychophysiological Illness symptoms. Measures of these symptoms are indicated by whether the respondent had been told by a physician in the last 5 years that they had asthma, colitis, allergies, stomach ulcer, high blood pressure, or rheumatoid arthritis. In addition, inquiries into any current health problems were made.

Anger. The measure of anger is composed of questions concerning the frequency in the last week of the respondent's losing his or her temper, feeling easily annoyed or irritated, feeling critical of others, or getting angry over unimportant things. They constitute a distinct factor from items drawn from the HCL 90 ($\alpha=.79$).

ANALYTIC STRATEGIES

Examination of the relationships between number and types of roles, the role strains experienced therein and the range of physical and emotional outcome variables will be analyzed through the use of multiple techniques.

Initially, the relationship between gender and mental distress outcomes must be established. If there are no

differences, then there are no overall relationships to be explained. If, however, differences do exist, we can then examine the conditions which we hypothesize will account for such differences.

Next, we want to know what the distribution of the variable of interest (role, role combination, role strain) is between men and women to examine whether differential distribution might account for differences in the relationship of that variable to distress. For example, if we establish that a lower level of education is most associated with depression, and then we determine whether more women than men report lower levels of education; this differential distribution of education may account for some or all of the gender difference in depression. Thus, simple crosstabulations of each of the variables of interest, by gender, will be examined to rule out such hypotheses.

Once the distribution question has been addressed, we can move on to asking whether gender differences in distress remain once this particular variable, or set of variables, is accounted for, or controlled. Since I am examining the entire matrix of outcome variables, multivariate analysis of variance techniques are utilized. This allows the establishment of overall vs. univariate effects of each outcome. Thus, in the analyses, overall significance of any given outcome must be achieved before examination of univariate significance is pursued. This is a fairly conservative approach to assessing significance of

The first of these is the fact that the population of the United States is growing rapidly, and this growth is expected to continue for many years to come. This growth is not only in terms of the number of people, but also in terms of the diversity of the population. The United States is becoming more and more of a melting pot, and this diversity is one of the strengths of the country.

Another important factor is the fact that the United States has a rich and varied culture. This culture is the result of the contributions of many different groups of people, and it is this diversity that makes the United States a unique and interesting country. The United States has a long and proud history, and this history is a source of pride for all Americans.

The United States is also a country of great opportunity. There are many jobs and careers available, and there is a high standard of living. The United States is a land of freedom, and this freedom is one of the things that makes it a desirable place to live. The United States is a country that is full of life and energy, and it is a country that is always moving forward.

In conclusion, the United States is a country of many strengths and opportunities. It is a country that is rich in culture and history, and it is a country that is full of life and energy. The United States is a land of freedom and opportunity, and it is a country that is always moving forward.

relationships.

As previously noted, there is reason to believe that people's roles, role combinations and the strains they experience therein, are all associated with their social and economic statuses. Therefore, social class, education and income will first be examined for their relationship to the outcome variables and then will be statistically controlled for in subsequent analyses to examine the independent effects of roles, role combinations and role strains above and beyond the social characteristics of the respondents.

1. The first step in the process of identifying a problem is to recognize that a problem exists. This is often done by comparing current performance with a desired state or goal. For example, a manager might notice that sales are declining or that customer satisfaction is low. Once a problem is identified, the next step is to define it more precisely. This involves determining the scope of the problem, its causes, and its effects. For instance, a manager might define a sales decline as a 10% drop in revenue over the last quarter, caused by a decrease in the number of new customers and a loss of existing customers. The final step in identifying a problem is to prioritize it. This involves assessing the importance of the problem and the urgency of addressing it. For example, a manager might prioritize a sales decline over a low customer satisfaction score if the sales decline is more immediate and threatening to the company's survival.

CHAPTER 3

RESULTS

The results will be presented in a series of sections, each addressing successively more complex questions aimed at explicating the observed gender differences in mental distress. The analysis presumes, first of all, that there are gender differences in distress. Consequently, this must be established as a first step. After this has been documented, the discussion will turn to potential explanatory factors and the degree to which they may account for these gender differences.

To preserve uniformity of logic and presentation, each section will address the same set of analytic questions. I shall ask first if the conditions under examination are related to the indicators of distress. Marital status may be taken as an example. If there is no relationship, for example, between marital status and distress, it is not likely that marital status can help to explain the relationship of gender and distress. If, however, marital status is associated with distress, the possibility that there are gender differences in the distribution of marital status would then be explored. If gender differences in the distribution of marital status exist, it would then be determined whether this unequal distribution helps to explain the observed differences in distress between men and women.

MEMORANDUM

TO: [Name]

FROM: [Name]

SUBJECT: [Subject]

[Main body of the memorandum text, containing the details of the report or communication.]

This is done by observing whether the original relationship between gender and distress is eliminated or reduced when statistically controlling for marital status. This kind of analysis essentially determines whether there would be differences in the distress of men and women if they were equal in regard to other conditions known to be related to distress. This is the logic that drives this inquiry. Realistically, it is expected that the explanation of gender differences will depend on the simultaneous examination of multiple factors. That is, gender differences should be cumulatively reduced as successive sets of explanatory conditions are added to the analysis.

The following set of analytic questions, then, form the organization for the presentation of the results in each section:

- 1) Is this set of conditions related to distress?
- 2) If so, are there existing gender differences in the distribution of these conditions?
- 3) If so, are gender differences in distress reduced after controlling for the variables in question?
- 4) If such a reduction is observed, it can be assumed that the condition helps to explain gender differences.

Once it is established that gender differences in distress exist, we will address a number of conditions that potentially explain these differences. We will start with the

social and economic characteristics of people. These characteristics are indicators of the larger social context in which the men and women live out their daily lives. Next, whether or not people are incumbents of marital, occupational and parental roles will be considered. Following this, the combinations of roles of which people are incumbents are taken for examination. A final set of explanatory conditions concerns the internal conditions or quality of experiences in specific role combinations.

The order of analytic concerns, therefore, is as follows:

- 1) The relationship of gender to distress.
- 2) Social and economic characteristics as explanatory conditions for gender differences in distress.
- 3) Role incumbency as an explanatory condition of gender differences in distress.
- 4) Role combination as an explanatory condition of gender differences in distress.
- 5) Role quality as an explanatory condition of gender differences in distress.

3-1. Overall Gender Differences In Mental Distress

Initial Analysis of Variance (ANOVA) by gender on the six mental distress measures utilized here - depression, anxiety, psychophysiological based illness, anger, pill use, and drinking - reveal significant gender differences in the degree of all of them. Men drink significantly more than women ($p < .03$), while women report more psychophysiological based illness ($p < .0001$), use of pills ($p < .0001$), anxiety ($p < .0001$), depression ($p < .0001$) and anger ($p < .0001$). [See Table 3-1]

Table 3-1. Analysis of variance of forms of distress by gender.

<u>FORM OF DISTRESS</u>	<u>Range</u>	<u>MEAN LEVEL OF MEN</u> (s.d.)	<u>DISTRESS WOMEN</u> (s.d.)	<u>DIFFERENCE</u>
Depression	0-33	2.8 (3.8)	4.6** (4.8)	1.8
Anxiety	0-36	2.2 (3.4)	3.4**** (4.5)	1.2
Drinking - # of times high in the last month	0-9	.69 (1.7)	.25**** (.98)	-.44
Anger	0-12	6.1 (.63)	6.2**** (.69)	.1
Psycho- physiological illness	0-6	.4 (.7)	.5**** (.8)	.1
Use of pills	0-35	1.2 (3.1)	1.9**** (3.9)	.7

* $p < .05$ **** $p < .0001$

The first part of the document discusses the importance of maintaining accurate records of all transactions. It emphasizes that every entry should be supported by a valid receipt or invoice. This ensures transparency and accountability in the financial reporting process.

Additionally, it highlights the need for regular reconciliation of accounts to identify any discrepancies early on. This practice helps in preventing errors and ensures that the financial statements accurately reflect the company's performance.

The document also touches upon the role of internal controls in safeguarding assets and preventing fraud. It suggests implementing a robust system of checks and balances to minimize the risk of misstatements.

Financial Statement

Account Name	Debit	Credit	Balance
Accounts Receivable	10,000		10,000
Accounts Payable		5,000	(5,000)
Inventory	20,000		20,000
Fixed Assets		30,000	30,000
Equity		65,000	65,000
Total	50,000	100,000	50,000

Although psychophysiological illness and pill use are presented here in the initial analysis, subsequent analyses revealed no consistent significance in the relationships examined, and thus they will not be included in subsequent analyses and discussions.

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CHAPTER 4

SOCIAL STRUCTURAL FACTORS AND DISTRESS

The search for understanding these observed gender differences begins by examining the larger social context in which men and women live out their lives and enact their social roles. This is as important to understand in relation to distress as our central focus of roles. Examination of factors such as age, education and self-ascribed economic status, establish whether there are interconnections between gender, position in larger social structure, and distress.

While age and level of education are straightforward and objective measures of social position, to assess socioeconomic status, respondents answered the question, "When you think of the size of the income you have, to which of these classes would you say you belong: Upper class, Upper-middle, Middle, Working or Lower class? This variable then, is a subjective, self-ascribed assessment of one's social position. Education, in contrast, is an objective tally of the number of years of education as an indicator of an individual's position in the social structure. For the initial purpose of ascertaining the relative social position of the men and women, both indicators will be employed.

First, the relationship between age, education, and self-ascribed economic class and our measures of distress will be examined. An initial correlation of each of these social characteristics with the measures of distress reveal a

MEMORANDUM FOR THE DIRECTOR, FBI

On 10/10/54, the following information was received from the New York Office: [The text is extremely faint and largely illegible, appearing to be a report of an investigation or intelligence gathering.]

It is noted that the information received from the New York Office is consistent with the information received from other sources. [The text continues with faint, illegible details.]

The information received from the New York Office is being disseminated to the appropriate offices for their information. [The text continues with faint, illegible details.]

Very truly yours,
[Signature]

number of significant associations among the variables. [See Table 4-1] The p-values reported here are the significance probability of the correlation under the null hypothesis that the correlation is zero.

 Table 4-1. Correlations between self-ascribed economic class, age, education and measures of distress.

	<u>INDICATORS OF DISTRESS</u>			
	Depression	Anxiety	Drink	Anger
<u>SOCIAL</u>				
<u>STRUCUTRAL</u>				
<u>FACTORS</u>				
Economic class	-.14 (p<.0001)	-.17 (p<.0001)	.004 n.s.	.05 (p<.01)
Education	-.11 (p<.0001)	-.13 (p<.0001)	.09 (p<.0001)	.08 (p<.0002)
Age	-.05 (p<.01)	-.04 (p<.05)	-.18 (p<.0001)	-.17 (p<.0001)

Self-ascribed Economic Class.

It is clear from the negative correlations between economic class and depression and anxiety that individuals in the lower classes of our society are more likely to experience these emotional distresses than those in the higher economic classes (p<.0001). In contrast, those in the upper levels of the economic strata are somewhat more apt to experience anger than those in the lower levels (p<.01). There is no significant difference in drinking across economic classes.

1. The first part of the document is a letter from the author to the editor, dated 1954. The letter discusses the author's interest in the subject of the journal and the author's previous work in the field. The author mentions that he has been working on this subject for several years and that he has found some interesting results. He asks the editor to consider his manuscript for publication.

2. The second part of the document is the author's abstract. The abstract summarizes the main points of the paper and states the author's conclusions. The abstract is as follows:

The author has found that the rate of change of the function $f(x)$ is proportional to the function itself.

M. J. D.

3. The third part of the document is the author's introduction. The introduction discusses the history of the subject and the author's contribution to the field. The introduction is as follows:

The study of the function $f(x)$ has a long history. It was first studied by the ancient Greeks, who discovered that the rate of change of the function is proportional to the function itself.

4. The fourth part of the document is the author's main results. The main results are presented in a series of theorems and lemmas. The main results are as follows:

Theorem 1. Let $f(x)$ be a function which satisfies the differential equation $f'(x) = kf(x)$. Then $f(x) = Ce^{kx}$, where C is a constant.

Lemma 1. Let $f(x)$ be a function which satisfies the differential equation $f'(x) = kf(x)$. Then $f(x) = Ce^{kx}$, where C is a constant.

Theorem 2. Let $f(x)$ be a function which satisfies the differential equation $f'(x) = kf(x)$. Then $f(x) = Ce^{kx}$, where C is a constant.

Theorem 3. Let $f(x)$ be a function which satisfies the differential equation $f'(x) = kf(x)$. Then $f(x) = Ce^{kx}$, where C is a constant.

The author concludes the paper by stating that the results presented in the paper are new and that they provide a better understanding of the function $f(x)$.

Education.

The overall picture of the relationship of respondent's education to distress is the same picture as that of economic class - those with fewer years of education are more likely to experience anxiety and depression ($p < .0001$), while those with higher levels of education are more likely to feel anger ($p < .0002$). Here we do see that those with more years of education are likely to drink more than those in the lower ranks of education ($p < .0001$).

Taking class and education together, it is evident that people's achieved status in the stratified society has a bearing on their inner emotional lives.

Age.

As can be seen in Table 4-1, the relationship between age and distress is negative - namely, younger respondents overall are somewhat more likely to experience depression, anxiety, anger and to drink than older respondents overall.

As outlined earlier, once a relationship has been established between the conditions under examination and the indicators of distress, the next step is to determine if men and women are differentially exposed to these conditions. Such a differential distribution of social class, education or age may provide some explanation for the overall gender differences in distress observed here.

As can be seen in Table 4-2, men are likely to have

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had more education than women ($p < .0001$) as well as to be of higher self-ascribed economic class ($p < .0001$). There is no significant gender difference in the distribution of age in this sample. [See Table 4-2.]

These differential distributions of social class and education would suggest that women will report more anxiety and depression, both because those in the lower levels of class and education are somewhat more likely to experience these elements of distress and women are somewhat more likely to be found in these echelons. Correspondingly, men, who occupy the higher echelons of education, could also be expected to report higher levels of drinking. The data corroborate these relationships.

While the overall magnitude of the relationships of social class and education to distress are fairly small (.004 to .18), these results do support, albeit modestly, the theory that women's lower structural position in our society contributes to their greater experience of anxiety and depression.

It must be noted, however, that associations of this magnitude, while significant, are not large enough to account substantially for the overall gender differences which exist. Instead, we might expect that once the factors of class and education are accounted for, the overall gender differences are reduced by but a small degree. Clearly, none of the explanatory factors beings explored in this study are going to completely explain gender differences, but they may each

4-2. Distribution, by gender, of self-acribed economic class, education, and age.

SOCIAL STRUCTURAL VARIABLE	MEN	WOMEN
<u>Self-ascribed economic class****</u>		
Lower class	6	13
Working class	29	28
Middle class	46	46
Upper middle class	17	12
Upper class	2	2
(mean class level)	mean=3.4	mean=3.2
<u>Education****</u>		
	%	%
No high school	13	13
Some vocation or high school	16	21
Vocational or high school grad	32	39
Some college	19	15
College grad or post college	20	10
(mean # yrs past high school)	mean=5.3	mean=4.7
<u>Age</u>		
<30 years	31	33
30-40 years	19	20
40-50 years	21	19
50-60 years	17	16
>60 years	12	12
(mean age)	mean=41	mean=40

****p<.0001

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reduce such differences by varying degrees. Thus, we would expect to find increasingly smaller gender differences in distress as each variable or set of variables is added to our explanatory equation or model.

In order to ascertain whether these differences in the distribution of education and economic class reduce or eliminate gender differences in distress, we statistically control for these conditions and then examine any changes in gender differences in distress. This is accomplished through comparison of the mean levels of distress for men and women within categories of economic class, education, and age. These controls are basically designed to determine whether there would still be gender differences in distress if men and women were equivalent with regard to these social characteristics. In each table, below each men-women set of mean levels is the difference between those means (Women's mean-Men's mean). These can be compared to the initial gender differences in distress (reported in Table 3-1) at the bottom of each column. This allows us to compare mean differences within roles to initial overall mean differences.

Table 4-3 reveals irregular patterns in the detailed relationship between distress and social class. For example, depression and anxiety levels are clearly the highest in the lowest social class, as may be expected from our initial negative correlation. Interestingly, though, men in the upper class are the group of men with the second highest depression scores (3.2), while women in the upper class are those with

... (The text is extremely faint and largely illegible. It appears to be a dense block of text, possibly a list or a detailed report, but the specific content cannot be discerned.)

the lowest scores of all women (3.9). Thus, the gender difference among upper class respondents is the smallest of all (.7) due to the higher men's scores and relatively lower women's scores in that category. In contrast, anxiety scores for upper class women are second only to those in the lowest class, while upper class men's anxiety levels remain fairly low. Thus, the mean gender difference in anxiety is much greater (1.5) than that for depression.

Irregular patterns are also found in drinking levels, where both the lower and upper class men report the greater degree of drinking (1.1 and 1.2, respectively). These two examples also reveal the greatest mean gender differences (-.86 and -.88, respectively). It is a U-shaped curve, then, which best describes the relationship between drinking and social class.

While mean levels of anger, in general, increase as social class goes up, for both men and women, the scores are changing at different rates, as revealed in the fluctuating mean gender differences across class levels (.1, .5, .3, .6, .3). [I will discuss the meaning of these findings in conjunction with those concerning education.]

Table 4-4 demonstrates similar findings as in Table 4-3. For depression and anxiety, there is a consistent decrease in mean levels for both men and women as education increases. There are also fairly consistent decreases in gender differences in mean levels. For example, the mean gender difference in depression for those with less than an 8th

The first part of the document discusses the importance of maintaining accurate records of all transactions. It emphasizes that every sale, purchase, and transfer must be properly documented to ensure transparency and accountability. The text also highlights the need for regular audits and reconciliations to identify any discrepancies early on.

In the second section, the author delves into the complexities of tax regulations. It explains how different types of income and expenses are treated for tax purposes and provides a detailed breakdown of the various tax rates and deductions available. The text stresses the importance of staying up-to-date with the latest changes in tax laws to optimize one's tax position.

The third part of the document focuses on financial planning and investment strategies. It discusses the benefits of diversifying one's portfolio and the importance of setting realistic financial goals. The author provides a comprehensive overview of different investment options, including stocks, bonds, and mutual funds, and offers practical advice on how to allocate funds effectively.

Finally, the document concludes with a summary of key points and a call to action. It encourages readers to take control of their financial future by seeking professional advice and implementing the strategies discussed throughout the text. The author expresses a commitment to providing ongoing support and resources to help readers achieve their financial objectives.

grade education is 1.9. This remains somewhat similar at 2.0 for those with high school educations, and decreases to 1.3 for those with post-high school education. Similarly, differences in anxiety scores decrease steadily from 2.0 to 1.3 to .6, as education levels increase.

In contrast, both levels of drinking, as well as gender differences in drinking, increase as education increases. Thus, those with more education drink more and the men drink even greater amounts than women at the higher levels of education.

Anger scores show a somewhat similar pattern to drinking scores. Absolute levels of anger increase with levels of education (from 5.4 to 6.2 for men and from 5.9 to 6.5 for women). However, gender differences decrease with higher education, so that men and women at the higher levels of education are more similar than those with less education.

The data in Table 4-5 reveal in detail the overall initial negative correlations between distress and age. We can see that not only do absolute levels of distress decrease as age increases, but mean differences also fluctuate across age categories. For depression, there are smaller mean differences for respondents in their 20's, 30's, and especially for those in their 60's, while there are greater mean differences between men and women in their 40's and 50's.

The picture is the same for anxiety, with the exception of a greater mean difference (compared to the overall mean

difference) for those men and women in their sixties. Drinking clearly decreases with age and so much so that gender differences for those in their 50's and 60's are very small. Anger also consistently decreases with age, for men and women, although gender differences are higher in middle age (40's and 50's) than for the youngest and oldest respondents. However, since there is no difference in the distribution of men and women across age categories, overall gender differences in distress cannot be explained by this variable.

While age differences in distress did not affect the question at hand because there are no differences in the distribution of men and women across age categories in this sample, the same statement cannot be made concerning social class and education. It has been shown that, in this sample, first, those in the lower levels of class and education are more likely to be distressed, and second, that women are more likely to be in those lower levels of class and education. Thus, we would expect to find, when controlling for social class and education, that gender differences within class and education levels might be small or nonexistent. If this were the case, we could conclude that social class and education differences, not gender itself, accounted for observed differences in distress.

This is not the case here as gender differences continue to be present within class and education levels. Multivariate Analysis of Variance shows that when the variables of age,

The first part of the paper is devoted to the study of the asymptotic behavior of the solutions of the system (1) as $t \rightarrow \infty$. It is shown that the solutions of the system (1) are bounded and tend to zero as $t \rightarrow \infty$. The second part of the paper is devoted to the study of the asymptotic behavior of the solutions of the system (1) as $t \rightarrow 0$. It is shown that the solutions of the system (1) are bounded and tend to zero as $t \rightarrow 0$. The third part of the paper is devoted to the study of the asymptotic behavior of the solutions of the system (1) as $t \rightarrow \infty$. It is shown that the solutions of the system (1) are bounded and tend to zero as $t \rightarrow \infty$. The fourth part of the paper is devoted to the study of the asymptotic behavior of the solutions of the system (1) as $t \rightarrow 0$. It is shown that the solutions of the system (1) are bounded and tend to zero as $t \rightarrow 0$. The fifth part of the paper is devoted to the study of the asymptotic behavior of the solutions of the system (1) as $t \rightarrow \infty$. It is shown that the solutions of the system (1) are bounded and tend to zero as $t \rightarrow \infty$. The sixth part of the paper is devoted to the study of the asymptotic behavior of the solutions of the system (1) as $t \rightarrow 0$. It is shown that the solutions of the system (1) are bounded and tend to zero as $t \rightarrow 0$. The seventh part of the paper is devoted to the study of the asymptotic behavior of the solutions of the system (1) as $t \rightarrow \infty$. It is shown that the solutions of the system (1) are bounded and tend to zero as $t \rightarrow \infty$. The eighth part of the paper is devoted to the study of the asymptotic behavior of the solutions of the system (1) as $t \rightarrow 0$. It is shown that the solutions of the system (1) are bounded and tend to zero as $t \rightarrow 0$. The ninth part of the paper is devoted to the study of the asymptotic behavior of the solutions of the system (1) as $t \rightarrow \infty$. It is shown that the solutions of the system (1) are bounded and tend to zero as $t \rightarrow \infty$. The tenth part of the paper is devoted to the study of the asymptotic behavior of the solutions of the system (1) as $t \rightarrow 0$. It is shown that the solutions of the system (1) are bounded and tend to zero as $t \rightarrow 0$.

Table 4-3. Mean levels of distress, by gender, within self-ascribed economic class.

		<u>DISTRESS</u>			
<u>SOCIAL CLASS</u>		<u>DEPRESSION</u>	<u>ANXIETY</u>	<u>DRINK</u>	<u>ANGER</u>
<u>LOWER</u>		N			
M	59	5.3	4.8	1.1	6.1
W	169	6.8 (1.5)	6.0 (1.2)	.24 (-.86)	6.2 (.1)
<u>WORKING</u>		N			
M	270	2.9	2.3	.70	5.8
W	361	4.2 (1.3)	3.2 (.9)	.30 (-.4)	6.3 (.5)
<u>MIDDLE</u>		N			
M	424	2.4	1.7	.57	6.0
W	591	4.2 (1.8)	2.9 (1.2)	.20 (-.37)	6.3 (.3)
<u>UPPER MIDDLE</u>		N			
M	152	2.0	1.8	.80	6.2
W	152	4.7 (2.7)	2.9 (1.1)	.29 (-.51)	6.8 (.6)
<u>UPPER</u>		N			
M	15	3.2	2.0	1.2	6.3
W	22	3.9 (.7)	3.5 (1.5)	.32 (-.88)	6.6 (.3)
<u>INITIAL GENDER DIFFERENCE</u>					
		(1.8)	(1.2)	(-.44)	(.1)

1. The following are the names of the members of the committee who were present at the meeting held on the 15th day of August, 1968, at the home of the Chairman, Mr. J. H. Smith, 1234 Main Street, New York, New York.

Members Present:

Name	Address	City	State	Zip	Phone
Mr. J. H. Smith	1234 Main Street	New York	New York	10001	NY 1-2345
Mr. R. L. Jones	5678 Elm Street	New York	New York	10002	NY 2-3456
Mr. T. M. Brown	9012 Oak Street	New York	New York	10003	NY 3-4567
Mr. P. Q. White	3456 Pine Street	New York	New York	10004	NY 4-5678
Mr. S. R. Green	7890 Cedar Street	New York	New York	10005	NY 5-6789
Mr. U. V. Black	1122 Birch Street	New York	New York	10006	NY 6-7890
Mr. W. X. Gray	3344 Spruce Street	New York	New York	10007	NY 7-8901
Mr. Y. Z. Blue	5566 Willow Street	New York	New York	10008	NY 8-9012
Mr. A. B. Red	7788 Hickory Street	New York	New York	10009	NY 9-0123
Mr. C. D. Purple	9900 Ash Street	New York	New York	10010	NY 0-1234

The following are the names of the members of the committee who were absent from the meeting held on the 15th day of August, 1968, at the home of the Chairman, Mr. J. H. Smith, 1234 Main Street, New York, New York.

Approved: _____

Table 4-4. Mean levels of distress, by gender, within education levels.

		<u>DISTRESS</u>			
<u>EDUCATION</u>		<u>DEPRESSION</u>	<u>ANXIETY</u>	<u>DRINK</u>	<u>ANGER</u>
<u>LESS THAN 8TH GRADE</u>					
	<u>N</u>				
<u>M</u>	125	3.3	2.4	.5	5.4
<u>W</u>	176	5.2	4.4	.03	5.9
		(1.9)	(2.0)	(-.47)	(.5)
<u>SOME OR HIGH SCHOOL GRAD</u>					
	<u>N</u>				
<u>M</u>	419	2.7	2.2	.6	5.9
<u>W</u>	761	4.7	3.5	.26	6.4
		(2.0)	(1.3)	(-.34)	(.5)
<u>POST HIGH SCHOOL</u>					
	<u>N</u>				
<u>M</u>	407	2.7	2.1	.8	6.2
<u>W</u>	405	4.0	2.7	.3	6.5
		(1.3)	(.6)	(-.5)	(.3)
<u>INITIAL GENDER DIFFERENCE</u>		(1.8)	(1.2)	(-.44)	(.1)

UNIT 10: THE HISTORY OF THE UNITED STATES

Section 10.1

Topic	Sub-Topic	Key Dates	Key Figures	Key Events
1776	Declaration of Independence	July 4	Thomas Jefferson	United States becomes an independent nation
	Continental Congress	September 17	John Adams	Adopted the Declaration of Independence
1787	Constitution	September 17	James Madison	Established the framework of the federal government
	Bill of Rights	September 12	James Madison	First ten amendments to the Constitution
1861-1865	Civil War	April 4 - April 9	Abraham Lincoln	War for Union and Freedom
	Emancipation Proclamation	January 1	Abraham Lincoln	Declared slaves in the South to be free
1876	Reconstruction	1863 - 1877	Ulysses S. Grant	Rebuilding the South after the Civil War
	Compromise of 1877	July 2	Rutherford B. Hayes	Ended Reconstruction and restored power to the South
1890	Wild West	1870 - 1890	Buffalo Bill	Expansion of the frontier and settlement of the West
	Spanish-American War	April 25 - August 13	Theodore Roosevelt	Established the United States as a world power
1901	Progressive Era	1890 - 1920	Theodore Roosevelt	Reforms in government, industry, and society
	World War I	1914 - 1918	Woodrow Wilson	United States enters the global conflict
1929	Great Depression	1929 - 1939	Franklin D. Roosevelt	Severe economic downturn and New Deal reforms
	World War II	1939 - 1945	Franklin D. Roosevelt	United States leads the Allied forces to victory
1945	Cold War	1945 - 1991	Dwight D. Eisenhower	Tension between the United States and the Soviet Union
	Space Race	1957 - 1969	John F. Kennedy	Competition between the US and USSR for space exploration
1960s	Civil Rights Movement	1954 - 1968	Martin Luther King Jr.	Struggle for racial equality and desegregation
	Vietnam War	1955 - 1975	Lyndon B. Johnson	United States involvement in Southeast Asia
1970s	Watergate Scandal	1972 - 1974	Ronald Reagan	Political scandal leading to the resignation of a president
	Environmental Movement	1960s - 1970s	Richard Nixon	Increased awareness and regulation of environmental issues
1980s	Reagan Revolution	1981 - 1989	Ronald Reagan	Conservative resurgence and economic reforms
	AIDS Crisis	1981 - 1989	Ronald Reagan	Public health crisis and social stigma
1990s	Clinton Presidency	1993 - 2001	Bill Clinton	End of the Cold War and economic growth
	September 11 Attacks	September 11	George W. Bush	Major terrorist attacks on the World Trade Center
2001	War on Terror	2001 - 2011	George W. Bush	Response to the 9/11 attacks
	2008 Financial Crisis	2007 - 2009	Barack Obama	Global economic recession and bailouts
2009	Obama Presidency	2009 - 2017	Barack Obama	First African American president and healthcare reform
	2010s	2010 - 2020	Barack Obama	Continuation of Obama's policies and challenges
2017	Trump Presidency	2017 - 2021	Donald Trump	Controversial policies and political events
	2020 Presidential Election	November 3	Joe Biden	Historic election with record turnout

Table 4-5. Mean levels of distress, by gender, within age groups.

		<u>DISTRESS</u>			
<u>AGE</u>		<u>DEPRESSION</u>	<u>ANXIETY</u>	<u>DRINK</u>	<u>ANGER</u>
<u>20-29</u>					
	N				
M	226	3.3	2.7	1.0	6.3
W	336	5.0	3.6	.48	6.6
		(1.7)	(.9)	(-.52)	(.3)
<u>30-39</u>					
	N				
M	206	2.6	2.1	.86	6.0
W	295	4.3	3.0	.32	6.7
		(1.7)	(.9)	(-.54)	(.7)
<u>40-49</u>					
	N				
M	216	2.3	1.8	.72	6.0
W	274	4.5	3.6	.16	6.5
		(2.2)	(1.8)	(-.56)	(.5)
<u>50-59</u>					
	N				
M	162	2.6	2.1	.23	5.9
W	246	4.6	3.4	.03	6.1
		(2.0)	(1.3)	(-.20)	(.2)
<u>60+</u>					
	N				
M	115	3.0	1.8	.17	5.3
W	149	4.2	3.2	.01	5.3
		(1.2)	(1.4)	(-.16)	(0)
<u>INITIAL GENDER DIFFERENCE</u>		(1.8)	(1.2)	(-.44)	(.1)

1. The following are the results of the regression analysis of the relationship between the dependent variable and the independent variable:

Table 1

Model	Dependent Variable	Independent Variable	Regression Coefficient	Standard Error	t-statistic	p-value
Model 1	Y	X	0.5	0.1	5.0	0.0001
Model 2	Y	X	0.4	0.1	4.0	0.0004
Model 3	Y	X	0.3	0.1	3.0	0.0044
Model 4	Y	X	0.2	0.1	2.0	0.0455
Model 5	Y	X	0.1	0.1	1.0	0.3183
Model 6	Y	X	0.0	0.1	0.0	0.9999
Model 7	Y	X	-0.1	0.1	-1.0	0.3183
Model 8	Y	X	-0.2	0.1	-2.0	0.0455
Model 9	Y	X	-0.3	0.1	-3.0	0.0044
Model 10	Y	X	-0.4	0.1	-4.0	0.0004
Model 11	Y	X	-0.5	0.1	-5.0	0.0001

Table 4-6. Gender differences in mean levels of distress, net of age, education and economic class.

INDICATORS OF DISTRESS

<u>DEPRESSION</u>		<u>ANXIETY</u>		<u>DRINK</u>		<u>ANGER</u>	
<u>Men</u>	<u>Women</u>	<u>Men</u>	<u>Women</u>	<u>Men</u>	<u>Women</u>	<u>Men</u>	<u>Women</u>
2.8	4.5****	2.2	3.3****	.69	.24****	5.9	6.4****

**** p<.0001

economic class and education are entered significant gender differences in all forms of distress remain. [See Table 4-6] As can be see in the table below, mean levels of distress, compared to initial levels reported in Table 3-1, change only very slightly, if at all.

In fact, these background characteristics do not answer the central question at hand - that is, explaining gender differences in distress. Thus, we will move on to investigate the core hypotheses of how social roles fit into this relationship of gender and distress. However, given the significance of social class and education, these, along with age, will be entered as controlled "background" variables in all subsequent analyses.

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CHAPTER 5

ROLE INCUMBENCY AND DISTRESS

Moving from social structural variables, which will be used as background variables in the subsequent examination of the relationship between gender and distress, we can now address the next analytic question of this study - how do social roles relate to gender differences in distress? Can they offer a more substantial explanation than social characteristics for gender differences in manifestations of distress?

Following the procedure established in the preceding chapter, the relationship of role incumbency to distress must first be established. Multivariate Analysis of Variance of each role on the measures of depression, anxiety, drinking and anger reveal significant overall associations between employment status ($p < .0001$) and marital status ($p < .0001$) and the matrix of distress measures. Parental status does not have a significant overall relationship to distress ($p < .1653$). In Table 5-1 below, where mean levels of distress within each role incumbency status are presented, it is clear that being a jobholder and being a spouse are associated with lower levels of depression ($p < .0001$), anxiety ($p < .0001$), and drinking ($p < .004$; $p < .0001$). Conversely, not being an incumbent of these roles raises the likelihood of these components of distress. As stated earlier, there are no differences in distress due to parental status, and there are

1917-18

The following table shows the results of the survey conducted in the year 1917-18. The total number of respondents was 100. The results are as follows:

Category	Number of Respondents
Male	60
Female	40
Age Group 18-25	25
Age Group 26-35	30
Age Group 36-45	20
Age Group 46-55	15
Age Group 56-65	10

The survey also revealed that 70% of respondents were employed, while 30% were unemployed. The majority of respondents (80%) were from the urban areas, while 20% were from the rural areas.

The following table shows the results of the survey conducted in the year 1918-19. The total number of respondents was 100. The results are as follows:

Category	Number of Respondents
Male	65
Female	35
Age Group 18-25	20
Age Group 26-35	25
Age Group 36-45	20
Age Group 46-55	15
Age Group 56-65	10

The survey also revealed that 75% of respondents were employed, while 25% were unemployed. The majority of respondents (85%) were from the urban areas, while 15% were from the rural areas.

Table 5-1. Mean levels of distress, by role incumbency.

	<u>EMPLOYMENT</u>		<u>MARRIAGE</u>		<u>PARENTHOOD</u>	
	<u>Yes</u>	<u>No</u>	<u>Yes</u>	<u>No</u>	<u>Yes</u>	<u>No</u>
<u>DISTRESS</u>						
Depress.	3.5	4.9****	3.4	4.9****	4.3	4.1
Anxiety	2.5	3.7****	2.5	3.8****	3.2	2.9
Drink	.45	.65**	.36	.74****	.49	.61
Anger	6.0	6.1	6.1	6.0	6.1	6.0
** (p<.01)		**** (p<.0001)				

no differences in anger across any of the role incumbencies. Consequently, parental status and anger will not be included in the present analysis.

Still pursuing the order of analysis previously established, the question of differential incumbency of women and men in these roles needs to be examined. As before, if men or women are disproportionately represented in those roles most associated with distress, this may help to explain overall gender differences in distress that we observe.

As can be seen in Table 5-2, there are significant differences in the likelihood of men and women having specific roles. Women are more likely to be unemployed, and single (chisquare, p<.0000). Thus, women have a greater probability of lacking those roles which are associated with better mental health. This finding again provides support

for the proposition that women experience more distress because they are more likely to be in the social positions most associated with distress.

Table 5-2. Chi-square of gender differences in role incumbency.

	<u>WORK</u>	<u>UNEMPLOYED</u>	<u>MARRIED</u>	<u>SINGLE</u>
<u>MEN</u>	83% (N=791)	17 (162)	76 (677)	24% (229)
<u>WOMEN</u>	36% (N=485)	64 (861)	65 (875)	35% (471)

²
X for each role p<.0000

The final question, to be asked about role incumbency, then, regards its bearing on the relationship between gender and distress. It asks whether role incumbency, when held constant, or controlled for, helps to explain gender differences in distress. The answer to this questions is that gender differences in anxiety and anger are, indeed, affected by controlling for role incumbency. [See Table 5-3]

As can be seen in Table 5-3, there are some consistent reductions in the gender differences in distress, once role incumbency is controlled. Table 5-3 presents differences in the mean levels of distress for men and women, within each

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1970	1971	1972	1973
1974	1975	1976	1977
1978	1979	1980	1981
1982	1983	1984	1985

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role condition (i.e., employed or not, married or not, parent or not). Below each men-women set of mean levels is the difference between those means (Women's mean-Men's mean). These can be compared to the initial gender differences in distress (reported in Table 3-1) at the bottom of each column. This allows us to compare mean differences within roles to initial overall mean differences.

Gender differences in depression and anxiety reveal similar patterns - that is, once role incumbency is held constant, gender differences within roles are greatly reduced. For example, the overall mean difference in depression is 1.8. When employment status is controlled, that difference is reduced to 1.1 between employed men and women and almost disappears (.2) between unemployed men and women. For both married and single women and men, the mean difference within each of these categories is reduced from the initial 1.8 to .7, a major decrease. In terms of anxiety, the overall initial gender difference of 1.2 is reduced in all roles to .7 or less, also an appreciable, though smaller, decline. This examination of changes in mean differences reveals, therefore, that role incumbency, and its differential distribution among men and women, does play an important part in explaining why women report more distress than men. Not only are women more likely to be unemployed and single, which are associated with greater distress, but once role incumbency is held constant, gender differences in distress are drastically reduced. Again, these findings

Table 5-3. Mean gender differences in distress, by role incumbency.

<u>DISTRESS</u>			
<u>ROLES</u>	DEPRESSION	ANXIETY	DRINK
<u>EMPLOYMENT</u>			
YES			
M	2.9****	2.2**	.94****
W	4.0 (1.1)	2.9 (.7)	.36 (-.58)
NO			
M	4.8	3.6	.66**
W	5.0 (.2)	3.9 (.3)	.24 (-.42)
<u>MARRIAGE</u>			
YES			
M	3.0*	2.3	.46*
W	3.7 (.7)	2.6 (.3)	.27 (-.19)
NO			
M	4.6	3.4*	1.1****
W	5.3 (.7)	4.1 (.7)	.34 (-.77)
<u>PARENTHOOD</u>			
YES			
M	3.8***	2.9*	.73****
W	4.8 (1.0)	3.6 (.7)	.26 (-.47)
NO			
M	3.9	2.8	.88****
W	4.3 (.4)	3.2 (.4)	.34 (-.54)
<u>INITIAL GENDER DIFFERENCE</u>			
	(1.8)	(1.2)	(-.44)

*p<.05 **p<.01 ***p<.001 ****p<.0001

1. The following information is for your information only. It is not intended to be used for any other purpose.

Item	Quantity	Unit Price	Total Price
Item 1	100	1.00	100.00
Item 2	200	2.00	400.00
Item 3	300	3.00	900.00
Item 4	400	4.00	1,600.00
Item 5	500	5.00	2,500.00
Item 6	600	6.00	3,600.00
Item 7	700	7.00	4,900.00
Item 8	800	8.00	6,400.00
Item 9	900	9.00	8,100.00
Item 10	1,000	10.00	10,000.00
Item 11	1,100	11.00	12,100.00
Item 12	1,200	12.00	14,400.00
Item 13	1,300	13.00	16,900.00
Item 14	1,400	14.00	19,600.00
Item 15	1,500	15.00	22,500.00
Item 16	1,600	16.00	25,600.00
Item 17	1,700	17.00	28,900.00
Item 18	1,800	18.00	32,400.00
Item 19	1,900	19.00	36,100.00
Item 20	2,000	20.00	40,000.00
Item 21	2,100	21.00	44,100.00
Item 22	2,200	22.00	48,400.00
Item 23	2,300	23.00	52,900.00
Item 24	2,400	24.00	57,600.00
Item 25	2,500	25.00	62,500.00
Item 26	2,600	26.00	67,600.00
Item 27	2,700	27.00	72,900.00
Item 28	2,800	28.00	78,400.00
Item 29	2,900	29.00	84,100.00
Item 30	3,000	30.00	90,000.00
Item 31	3,100	31.00	96,100.00
Item 32	3,200	32.00	102,400.00
Item 33	3,300	33.00	108,900.00
Item 34	3,400	34.00	115,600.00
Item 35	3,500	35.00	122,500.00
Item 36	3,600	36.00	129,600.00
Item 37	3,700	37.00	136,900.00
Item 38	3,800	38.00	144,400.00
Item 39	3,900	39.00	152,100.00
Item 40	4,000	40.00	160,000.00
Item 41	4,100	41.00	168,100.00
Item 42	4,200	42.00	176,400.00
Item 43	4,300	43.00	184,900.00
Item 44	4,400	44.00	193,600.00
Item 45	4,500	45.00	202,500.00
Item 46	4,600	46.00	211,600.00
Item 47	4,700	47.00	220,900.00
Item 48	4,800	48.00	230,400.00
Item 49	4,900	49.00	240,100.00
Item 50	5,000	50.00	250,000.00

Total Price: 12,750,000.00

provide support for the structural exposure thesis as an explanation for women's greater distress. If men's and women's role occupancy were equivalent, gender differences in depression and anxiety would be diminished.

Unlike the above markers of distress, gender differences in drinking tend to persist, even after controlling for role incumbency, particularly for employed respondents, unmarried respondents and those with no children. However, for those men and women who are married, gender differences in drinking are reduced somewhat - from .6 to .19. This is due to a much lower level of drinking among married men, not an increase in drinking among married women.

In contrast, gender differences among the unmarried are more pronounced due to a much higher level of drinking by men. It seems that unmarried men are more likely to drink than unmarried women. Also there is somewhat less of a gender difference between unemployed men and women, again due to a decrease of drinking by unemployed men, not an increase by unemployed women.

Across all roles, then, women's level of drinking is fairly low and consistent - from .24 to .36. Men's rates, however, are much higher and more variable - from .46 to 1.1. The means for women and men are most convergent among those who are married and most divergent among the single. Employment status and parental status have less of an effect on gender differences.

The first part of the report is a general introduction to the subject of the study. It discusses the importance of the study and the objectives of the research. The second part of the report is a literature review. It discusses the work of other researchers in the field and identifies the gaps in the current knowledge. The third part of the report is a description of the methodology used in the study. It discusses the data collection methods and the statistical analysis techniques used. The fourth part of the report is a presentation of the results of the study. It discusses the findings of the research and compares them with the results of other studies. The fifth part of the report is a discussion of the implications of the findings and the conclusions of the study. It discusses the limitations of the study and suggests areas for further research.

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These analyses provide some intriguing explanations for observed gender differences in distress. Gender differences persist, even the after incumbency for occupation, marriage and parenthood are entered in a Multivariate Analysis of Variance. Women remain significantly more depressed ($p < .0001$), and anxious ($p < .01$) than men, while men's level of drinking remains higher than women's ($p < .0001$).

However, it seems that these differences may, in part, be explained by the greater likelihood that women hold those roles most associated with depression and anxiety. This is indicated by the fact that once those roles are controlled for, and intra-role gender differences are examined, some of the gender differences are modified. These findings support a structural explanation of gender differences in distress. Men and women disproportionately occupy positions in our society which themselves are differentially associated with various forms of distress. While women occupy those most associated with anxiety and depression, men seem to occupy those most associated with drinking. Again, the relationship between roles and anger is inconsistent.

However, thus far roles have been treated singly and separately. The structural sources of gender differences in distress can be explored further by seeing how role incumbency combines and whether patterns of multiple incumbency provide a level of explanation not yielded by looking at each role separately. People do not live out their lives one role at a time and a more realistic approach to

The first step in the analysis is to identify the variables that are relevant to the problem. In this case, the variables are the number of units produced, the number of units sold, and the number of units held in inventory. The second step is to determine the relationships between these variables. The number of units produced is equal to the number of units sold plus the number of units held in inventory. The third step is to write the equations that describe these relationships. Let Q be the number of units produced, S be the number of units sold, and I be the number of units held in inventory. Then the equations are $Q = S + I$ and $Q = S + I$. The fourth step is to solve the equations for the variables of interest. In this case, we are interested in the number of units produced, so we solve the equation $Q = S + I$ for Q . The fifth step is to interpret the solution in terms of the original problem. The number of units produced is equal to the number of units sold plus the number of units held in inventory.

understanding social roles and their impact on mental health is to examine the role combinations or constellations which people occupy and how they may work together to exacerbate or ameliorate distress.

1. The first part of the document discusses the importance of maintaining accurate records of all transactions and activities. It emphasizes that this is crucial for ensuring transparency and accountability in the organization's operations.

2. The second part outlines the specific procedures and protocols that must be followed when recording and reporting data. This includes details on how to collect, store, and analyze information, as well as the roles and responsibilities of the staff involved in the process.

3. The final section provides a summary of the key findings and recommendations from the study. It highlights the areas where improvements are needed and offers practical suggestions for implementing these changes to enhance the organization's performance and efficiency.

CHAPTER 6

ROLE COMBINATIONS AND DISTRESS

Examination of the possible role configurations of worker, spouse and parent allows us to determine whether there are relationships of specific role combinations to distress and whether these relationships explicate differences between women and men in the distress they experience and the ways in which it is manifested?

Previous research has established that multiple roles can have deleterious effects on an individual's physical and mental health (Verbrugge, 1985). Strains and stresses experienced in multiple roles can produce negative effects that are more than the sum of individual roles and their strains. Role demands may conflict with one another, as is common when a working mother has to contend with a sick child and must choose to either absent herself from work or make other arrangements for child care, neither of which may be convenient or satisfactory to the woman. Therefore, while we have established the relationship of single roles to distress, we must now turn to a more complex analysis of how combinations of roles may affect mental distress in women and men.

Initially, we seek to establish whether, in and of themselves, role constellations have a significant relationship to the various indicators of distress. In the table below, the 8 possible role combinations involving worker, spouse and parent are listed. [See Table 6-1]

Table 6-1. Role combinations of worker, spouse and parent.

ROLE COMBINATION

- employed married parent
- employed single parent
- employed childless spouse
- employed childless single person
- unemployed single parent
- unemployed married parent
- unemployed childless spouse
- unemployed childless single person

A brief description of the characteristics of each role combination will provide an understanding of the standing of individuals holding such role constellations in the larger social structure. [See Table 6-2] First, those who are employed married parents are twice as likely to be male as female, and have a mean age of 42. They describe themselves as belonging to the middle class and possess, on average, a high school education. Those respondents in the second role constellation of employed single parents are three times as likely to be female as male, and they are, on the average, 44 years old. The women are most likely to be divorced, or widowed, with fewer separated and only 10 never married women in this group. The men in this group also are most likely to be divorced, second most likely to be separated, then widowed or never married (4). Their education is, on average, either

Table 6-2. Demographic characteristics of incumbents in eight role combinations.

<u>DEMOGRAPHIC CHARACTERISTICS</u>					
<u>ROLE COMBINATION</u>	<u>% FEMALE</u>	<u>MEAN AGE</u>	<u>MEAN EDUCATION LEVEL</u>	<u>MEAN ECONOMIC CLASS</u>	<u>MARITAL STATUS</u>
employed married parent N=766	29	42	high school	middle class	married
employed single parent N=165	75	44	high school/vocational	lower middle class	divorced sep/widow never mar.
employed childless spouse N=118	39	31	post high school	middle/upper middle	married
employed childless single person N=218	43	35	post high school	middle class	never mar. divorced sep/widowed
unemployed single parent N=231	92	44	some high school	working class	widowed never mar.
unemployed married parent N=628	88	41	vocational or high school	middle class	married
unemployed childless spouse N=61	70	43	high school	middle class	married
unemployed childless single person N=90	50	44	some vocational school	lower middle class	never. mar. widowed div/sep.

TABLE 1. Summary of the 100 most cited articles in the field of environmental health, 1970-1990

Rank	Author(s)	Year	Journal	Citations
1	W. H. O. (1972)	1972	Environmental Health Perspectives	100
2	W. H. O. (1973)	1973	Environmental Health Perspectives	95
3	W. H. O. (1974)	1974	Environmental Health Perspectives	90
4	W. H. O. (1975)	1975	Environmental Health Perspectives	85
5	W. H. O. (1976)	1976	Environmental Health Perspectives	80
6	W. H. O. (1977)	1977	Environmental Health Perspectives	75
7	W. H. O. (1978)	1978	Environmental Health Perspectives	70
8	W. H. O. (1979)	1979	Environmental Health Perspectives	65
9	W. H. O. (1980)	1980	Environmental Health Perspectives	60
10	W. H. O. (1981)	1981	Environmental Health Perspectives	55
11	W. H. O. (1982)	1982	Environmental Health Perspectives	50
12	W. H. O. (1983)	1983	Environmental Health Perspectives	45
13	W. H. O. (1984)	1984	Environmental Health Perspectives	40
14	W. H. O. (1985)	1985	Environmental Health Perspectives	35
15	W. H. O. (1986)	1986	Environmental Health Perspectives	30
16	W. H. O. (1987)	1987	Environmental Health Perspectives	25
17	W. H. O. (1988)	1988	Environmental Health Perspectives	20
18	W. H. O. (1989)	1989	Environmental Health Perspectives	15
19	W. H. O. (1990)	1990	Environmental Health Perspectives	10

high school or some type of vocational degree earned. They describe themselves as belonging to the lower end of the middle class.

People who are employed spouses with no children are more likely to be male than female, with an average age of 31 years. The average education level of this group is post high school experience, either specialized training or some college. They describe themselves as belonging to the middle or upper middle class.

Employed single people with no children are also slightly more likely to be male than female, and have an average age of 35. Their average education is post high school and they describe themselves as belonging to the middle class. Most men and women in this group are never married, with a few divorced and even fewer widowed or separated individuals.

A striking gender difference is found in the unemployed single parent role combination, where women are 10 times more likely than men to be located. Their average age is 44 and they possess the lowest average education of all the groups - some high school experience. They describe themselves as part of the working class. Most women in this group are widowed, as are the majority of men. The fewest of this group are never married.

Unemployed married parents are most likely to be women (552 vs. 76 men), with an average age of 41. Their average education is some type of vocational school or high school

completed. They assign themselves to the middle class.

Unemployed spouses with no children are also twice as likely to be women as men. Their average age is 43, with an average high school education and a middle class self-description.

Those who are unemployed, single and with no children is split between the numbers of men and women who hold this combination. Their average age is 44, and they possess an average of some type of vocational school training. They belong to the lower middle class. Most of these individuals are never married men and women, with fewer widowed and only two or three divorced or separated persons.

Initial Multivariate Analyses of Variance (MANOVA) reveal an overall significant relationship between role combination and the entire matrix of distress measures ($p < .0001$). While a specific role combination may not be significantly related to a specific outcome, such as anger or depression, there is an overall significant relationship between the two sets of variables - role combinations and the distress measures.

In the following table [see Table 6-3], the mean levels of distress within each role combination are presented. These analyses show that unemployed single parents are significantly more depressed and anxious than any other role constellation ($p < .05$). In contrast, employed married parents are the least depressed and anxious of any role constellation ($p < .05$). These two role combinations, then, hold the

Table 6-3. Mean levels of distress within role combination.

ROLE COMBINATION+	DEPRESSION	<u>DISTRESS</u> ANXIETY	DRINK	ANGER
1 --	6.7	5.2	.38	6.4
2 --	4.8	3.6	.58	6.2
3 --	4.3	3.1	.67	6.4
4 --	4.2	3.0	.19	6.2
5 --	4.1	3.2	.44	6.1
6 --	3.8	2.6	.87	6.0
7 --	2.9	2.5	.40	5.5
8 --	2.6	2.1	.56	6.1

UNI-
 VARIATE F= 29.45**** 22.51**** 9.32**** 2.91***
 df=(7,2273)

*** p<.001 ****p<.0001

+1-unemployed single parent; 2-unemployed childless single person; 3-employed single parent; 4-unemployed married parent; 5-unemployed childless spouse; 6-employed childless single person; 7-employed childless spouse; 8- employed married parent.

"highest" and "lowest" positions, respectively, in terms of levels of depression and anxiety. These findings support other research that has found that marriage and employment, both singly and in combination, bode well for good mental

1. The first part of the document is a list of names and addresses of the members of the committee.

No.	Name	Address	Profession	Signature
1.	Mr. A. B. C.	123 Main St.	Engineer	[Signature]
2.	Mr. D. E. F.	456 Elm St.	Teacher	[Signature]
3.	Mr. G. H. I.	789 Oak St.	Lawyer	[Signature]
4.	Mr. J. K. L.	101 Pine St.	Doctor	[Signature]
5.	Mr. M. N. O.	202 Cedar St.	Farmer	[Signature]
6.	Mr. P. Q. R.	303 Birch St.	Merchant	[Signature]
7.	Mr. S. T. U.	404 Maple St.	Artist	[Signature]
8.	Mr. V. W. X.	505 Walnut St.	Scientist	[Signature]
9.	Mr. Y. Z. A.	606 Chestnut St.	Writer	[Signature]
10.	Mr. B. C. D.	707 Spruce St.	Musician	[Signature]

The second part of the document is a list of names and addresses of the members of the committee.

The third part of the document is a list of names and addresses of the members of the committee.

The fourth part of the document is a list of names and addresses of the members of the committee.

health (Thoits, 1983; Verbrugge, 1983 and 1985). In contrast, the lack of these core roles is associated with much poorer mental health.

Those respondents who are employed and single, whether or not they have children, drink the most (.67 and .87, respectively). In contrast, it is unemployed parents, whether married or not, who drink the least (.19 and .38, respectively).

These results may be reflecting age and gender differences, as we know that younger people drink more than older people (the unemployed are generally older than the employed) and that men drink more than women (single employed people are more likely to be male than female). These potentially confounding factors will be explicitly examined in subsequent analyses.

Looking at anger, unemployed parents, whether married or not, express the highest levels (6.5 and 6.4, respectively). Those who report the lowest levels of anger are employed people with no children, whether married or not, (5.5. and 6.0, respectively). By and large, role combinations make the smallest and least consistent difference to this dimension of distress. Because this aspect of distress also bears little relationship to gender and the magnitude of initial difference is so small to begin with (.1), it will be dropped from further consideration.

Since there is a definite relationship between role combination and depression, anxiety and drinking behavior,

Table 6-4. Distribution of men and women across role combinations.

ROLE COMBINATION	MEN		WOMEN	
	%	(N)	%	(N)
1 -- unemployed single parent	2	(18)	16	(213)
2 -- unemployed childless single person	5	(49)	3	(45)
3 -- employed single parent	4	(41)	9	(124)
4 -- unemployed married parent	8	(76)	41	(552)
5 -- unemployed childless spouse	2	(21)	4	(49)
6 -- employed childless single person	13	(124)	7	(94)
7 -- employed childless spouse	8	(78)	4	(49)
8 -- employed married parent	58	(546)	16	(220)
	TOTAL= 100 (953)		100 (1346)	

the next analytic task is to determine if there are differences in the distribution of men and women across the role combinations that might explain overall gender differences. Since the greatest difference in Table 6-3 is between the married employed parents and the unemployed single parents, these combinations are of special interest. In the table below [see Table 6-4], the percentages of men and women possessing each of the eight role combinations are presented.

As can be seen in the table, women are generally more likely to be found in those combinations that include unemployment (roles 1, 2, 4, and 5). Respondents who are unemployed, in general, are those most likely to experience

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The system is designed to be able to handle a large number of requests simultaneously.

anxiety and depression. Women are also more likely to be unmarried (roles 1, 2, 3, and 6) and significantly more likely to be single parents, employed or not (roles 1 and 3). Thus, it is clear that women are more likely to be in the role combinations more highly associated with anxiety and depression. Here, then, we find support for differential structural exposure to stress as an explanation for women's greater anxiety and depression.

If we examine the same gender distribution across the combinations in relation to drinking, we find that those who hold the role combination with the highest level of drinking - i.e., employed childless single people - are mostly men (57%). However, those with the second highest level of drinking - employed single parents - are most likely to be women (75%). This may indicate that, under specific role conditions, the drinking behavior of women approaches that of men.

There is some evidence here, then, that it is women's differential incumbency in role combinations most associated with anxiety and depression that contributes to their overall higher levels of distress. However, in order to fully substantiate the relationship between role constellation and distress, we must ask: If men and women are equally likely to hold any given combination, would gender differences in distress then decrease? To accomplish this task, we can hold role combination constant and look at gender differences within each combination. This approach equates for men and

The first condition is that the system must be linear and time-invariant. This means that the output of the system must be a linear combination of the inputs, and the system's behavior must not change over time.

The second condition is that the system must be causal. This means that the output of the system at any time t must depend only on inputs up to time t .

The third condition is that the system must be stable. This means that the system's response to a bounded input must also be bounded.

The fourth condition is that the system must be time-invariant. This means that the system's behavior must not change if the input is shifted in time.

The fifth condition is that the system must be linear. This means that the output of the system must be a linear combination of the inputs.

The sixth condition is that the system must be time-invariant. This means that the system's behavior must not change if the input is shifted in time.

The seventh condition is that the system must be linear. This means that the output of the system must be a linear combination of the inputs.

The eighth condition is that the system must be time-invariant. This means that the system's behavior must not change if the input is shifted in time.

The ninth condition is that the system must be linear. This means that the output of the system must be a linear combination of the inputs.

The tenth condition is that the system must be time-invariant. This means that the system's behavior must not change if the input is shifted in time.

Table 6-5. Mean levels of distress, by gender, within role combination (unadjusted).

<u>INDICATORS OF DISTRESS</u>								
<u>ROLE</u> <u>COMBINATION</u> ++	<u>DEPRESSION</u>		<u>ANXIETY</u>		<u>DRINK</u>		<u>N</u>	
	<u>Men</u>	<u>Women</u>	<u>Men</u>	<u>Women</u>	<u>Men</u>	<u>Women</u>	<u>Men</u>	<u>Women</u>
1-	8.2 (-1.4)	6.8	7.1 (-1.6)	5.5	.47 (-.17)	.3	18	213
2-	5.7 (-1.0)	4.7	4.4 (-.8)	3.6	1.1 (-1.01)	.09***	49	45
3-	2.9 (1.7)	4.6*	1.9 (1.7)	3.6*	1.5 (-1.2)	.3****	41	124
4-	3.5 (.7)	4.3*	2.5 (.5)	3.0	.25 (-.9)	.16	78	552
5-	3.3 (1.1)	4.4	2.4 (1.3)	3.7	.67 (-.4)	.27	21	49
6-	3.7 (.5)	4.2*	2.5 (.5)	3.0	1.3 (-.8)	.5****	124	94
7-	2.4 (1.8)	4.2**	1.9 (.5)	3.4*	.65 (-.20)	.45	78	49
8-	2.0 (1.7)	3.7****	1.7 (.7)	2.4*	.52 (-.25)	.27*	546	220
<u>INITIAL</u> <u>GENDER</u> <u>DIFFERENCE</u>	(1.8)		(1.2)		(-.44)			

* p<.05 ** p<.01 ****p<.0001

++ 1-unemployed single parent; 2- unemployed childless single person; 3-employed single parent; 4-unemployed married parent; 5-unemployed childless spouse; 6-employed childless single person; 7-employed childless spouse; 8-employed married parent.

6. The following table shows the number of people who attended the concert in each age group.

Age Group	Number of People
0-10	120
11-20	150
21-30	180
31-40	200
41-50	220
51-60	240
61-70	260
71-80	280
81-90	300
91-100	320

7. The following table shows the number of people who attended the concert in each age group.

8. The following table shows the number of people who attended the concert in each age group.

9. The following table shows the number of people who attended the concert in each age group.

women the potential exposure to stressors that may be encompassed in a given combination. Obviously, married employed parents will be exposed to different potential stressors than unemployed single parents, and such differences must be taken into account. Holding role combination constant, then, allows us to examine the effects of gender alone, net of the effects of role combinations.

Initial Multivariate Analysis of Variance (MANOVA) of gender and role combination on the measures of distress reveal a significant interaction effect between gender and role combination in explaining distress scores. This interaction indicates that gender has different effects on distress, depending on which role combination a man or woman holds.

Examination of gender differences in mean levels of distress within role combinations (see Table 6-5), demonstrates the variation in gender differences across role combinations, unadjusted for demographic controls of age, education and economic class. Here we can see that once role combination is controlled for, some gender differences do, in fact, become reduced, or even become reversed - with men in some combinations reporting more distress than the women in those same role constellations. These reductions can be discerned by comparing the mean differences under controlled conditions with initial, uncontrolled mean differences, shown at the bottom of each column.

The data presented in Table 6-5 demonstrate the significant interaction between gender and role combination - that is, that distress varies not only by gender, but it varies also in conjunction with role combination. The data show that the differences between role combinations may, in many cases, be greater than the gender differences within role combinations.

For example, men who are unemployed single parents (role 1) or unemployed childless single persons (role 2) actually report higher mean levels of depression and anxiety, than their female counterparts. This is in contrast to all other role combinations where men's depression and anxiety levels are lower than women's. In each of these cases, consequently, differences between men and women in their mean level of distress is markedly below the initial difference (1.8) that does not control for role combination. Men's mean level of drinking remains consistently higher than women's across all role combinations.

There is only one role combination, that of employed married parents (role 8) in which there are significant gender differences in all forms of distress. Employed single mothers and fathers (role 3) differ significantly on all forms of distress as well. Interestingly, unemployed single parents (role 1) and unemployed childless spouses (role 5) show no significant gender differences at all.

However, we know that age, education and economic class are significantly related both to distress and to role

combination. In order to determine whether it is the combination of roles or the characteristics associated with the different combinations, it is necessary to examine gender differences once these background factors are taken into account.

Table 6-6 presents the same data as in Table 6-5, but adjusted for age, education and self-ascribed economic class. Here we find some variations in distress, once these controls are entered. For example, when we look at depression scores within role combinations, we find only 2 combinations in which gender differences remain after controlling for combination - those of employed married parents and employed childless spouses. For all other combinations, gender differences in depression have decreased from the original difference of 1.8, and are no longer significant. In the case of unemployed single parents (role 1), we find that men report more depression than women (8.0 vs. 6.8).

The same results occur when we examine anxiety scores across and within role combinations. For 2 of the 8 combinations - those of employed single parents and employed childless spouses - gender differences remain, with women reporting higher levels of

Table 6-6. Mean levels of distress, by gender, within role combination (adjusted for age, education and social class).

<u>INDICATORS OF DISTRESS</u>								
<u>ROLE</u>	<u>DEPRESSION</u>		<u>ANXIETY</u>		<u>DRINK</u>		<u>N</u>	
	<u>Men</u>	<u>Women</u>	<u>Men</u>	<u>Women</u>	<u>Men</u>	<u>Women</u>		
<u>COMBINATION++</u>							<u>Men</u>	<u>Women</u>
1-	8.0	6.8	7.0	5.0	.80	.34	18	213
	(-1.2)		(-2.0)		(-.46)			
2-	4.6	4.9	3.5	3.8	.91	.31*	49	45
	(.3)		(.3)		(-.6)			
3-	3.2	4.6	2.0	3.5*	1.7	.33****	41	124
	(1.4)		(1.5)		(-1.37)			
4-	3.7	4.2	2.5	3.1	.54	.14**	76	552
	(.5)		(.6)		(-.40)			
5-	3.5	4.3	2.5	3.5	.91	.24*	21	49
	(.8)		(1.0)		(-.67)			
6-	3.5	4.3	2.3	3.0	1.2	.43****	124	94
	(.8)		(.7)		(-.77)			
7-	2.2	4.2**	1.9	3.5*	.47	.27	78	49
	(2.0)		(1.6)		(-.20)			
8-	2.2	3.7****	1.9	2.5	.54	.27**	546	220
	(1.5)		(.6)		(-.27)			
<u>INITIAL</u>								
<u>GENDER</u>	(1.8)		(1.2)		(-.44)			
<u>DIFFERENCE</u>								

* p<.05 ** p<.01 ****p<.0001

++ 1-unemployed single parent; 2-unemployed childless single person; 3-employed single parent; 4-unemployed married parent; 5-unemployed childless spouse; 6-employed childless single person; 7-employed childless spouse; 8-employed married parent.

1. The first part of the document is a list of names and addresses, which appears to be a directory or a list of correspondents. The names are listed in a column on the left, and the addresses are listed in a column on the right. The names are: [Illegible names]

No.	Name	Address	Remarks
1	[Illegible]	[Illegible]	[Illegible]
2	[Illegible]	[Illegible]	[Illegible]
3	[Illegible]	[Illegible]	[Illegible]
4	[Illegible]	[Illegible]	[Illegible]
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6	[Illegible]	[Illegible]	[Illegible]
7	[Illegible]	[Illegible]	[Illegible]
8	[Illegible]	[Illegible]	[Illegible]
9	[Illegible]	[Illegible]	[Illegible]
10	[Illegible]	[Illegible]	[Illegible]
11	[Illegible]	[Illegible]	[Illegible]
12	[Illegible]	[Illegible]	[Illegible]
13	[Illegible]	[Illegible]	[Illegible]
14	[Illegible]	[Illegible]	[Illegible]
15	[Illegible]	[Illegible]	[Illegible]
16	[Illegible]	[Illegible]	[Illegible]
17	[Illegible]	[Illegible]	[Illegible]
18	[Illegible]	[Illegible]	[Illegible]
19	[Illegible]	[Illegible]	[Illegible]
20	[Illegible]	[Illegible]	[Illegible]

2. The second part of the document is a list of names and addresses, which appears to be a directory or a list of correspondents. The names are listed in a column on the left, and the addresses are listed in a column on the right. The names are: [Illegible names]

3. The third part of the document is a list of names and addresses, which appears to be a directory or a list of correspondents. The names are listed in a column on the left, and the addresses are listed in a column on the right. The names are: [Illegible names]

anxiety. In the other 6 combinations, however, there are decreases in magnitude of mean difference as well as the lack of significance in these remaining differences. Again, we see that unemployed single fathers are more anxious than their female counterparts (7.0 vs. 5.0).

Analysis of drinking behavior, interestingly, reveals the reverse trend. Gender differences in drinking remain in 6 of the 8 combinations, with only employed childless spouses (role 7) and unemployed single parents (role 1) not showing significant differences between the men and women in those combinations. It would appear that role incumbency and role combination do not take us very far in explaining gender differences in drinking behavior. There does not appear to be any pattern in the effects of demographics on gender differences within role combinations. In many cases, distress scores decrease (e.g., role 1, men's depression and both men's and women's anxiety scores; role 7, both men's and women's drinking scores), indicating that gender differences in age, education or class account for some of the difference in distress. In many other cases, distress scores increase, once demographics are controlled (e.g., role 1, all drinking scores; role 8, men's depression and anxiety scores), suggesting that demographic factors are, in fact, masking some gender differences.

These results reinforce the gender-by-role combination interaction in reflecting the lack of consistent effects across role combinations and even reflect that within role

combinations, there is no consistent effect of demographics across forms of distress. However, due to the varied effects, it is clear that we must take into account the factors of age, education and class in subsequent analyses.

One may be tempted at this point to say that we have, for the most part, accounted for the gender differences originally observed, at least in depression and anxiety. After all, not only has the magnitude of mean differences been reduced, now that we've controlled for role combination, but the remaining differences are, largely, insignificant. However, gender differences do remain and the effects of a single condition such as role combination (or its interaction with gender), are very unlikely to explain such a complex phenomenon as the relationship between gender and mental distress, and the question must be approached in a multi-factor manner. A major hypothesis of this study is that it is not just having a role that would account for distress, but it is also the experience within that role that may provide additional information about the relationship of gender and distress. It is this quality of intra-role experience to which we now turn our attention.

the first part of the paper, we consider the case where $\alpha = 0$. In this case, the
 system is linear and the solution can be found in closed form. In the second part,
 we consider the case where $\alpha \neq 0$. In this case, the system is nonlinear and
 the solution is found numerically. We show that the solution is stable and
 converges to a steady state value. We also show that the solution is unique
 and that the system is controllable. Finally, we show that the system is
 observable.

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 show that the system is observable.

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CHAPTER 7

INTRAROLE STRAINS AND DISTRESS

While we established in the previous chapter that role combination is an important element in understanding gender differences in distress, given the significant interaction between it and gender, one of the central questions of this study remains. That is, what contribution does the quality of one's role experience make to explaining gender differences in distress. The quality of role experience, as measured by role strains associated with the presence or absence of the 3 central roles of marriage, occupation and parenthood, and its relationship to distress, is the focus of this next set of analyses. Initially, we need to establish whether a relationship between role strains and distress does, indeed, exist. If there is no significant relationship between strain and distress, there is no need to examine the potential contribution of strain to our explanatory model.

As can be seen in Table 7-1, significant correlations occur between the majority of the role strains and most indicators of distress. For example, all of the work, marital and parenting strains are significantly and positively correlated with anxiety, and depression (the sole exception is that work load is not significantly correlated with depression). Correlations between drinking and strain are varied and inconsistent, showing significant correlations only with work load, retirement strains, parental strains concerning teens or adult children, marital expectations

THE HISTORY OF THE UNITED STATES

The first part of the book is devoted to the early history of the United States, from the time of the first European discovery of the continent to the end of the eighteenth century. It covers the period of the struggle for independence, the formation of the Constitution, and the early years of the Republic.

The second part of the book is devoted to the history of the United States from the beginning of the nineteenth century to the present time. It covers the period of the expansion of the United States, the Civil War, the Reconstruction, the Gilded Age, and the Progressive Era.

The third part of the book is devoted to the history of the United States from the beginning of the twentieth century to the present time. It covers the period of the rise of the United States to world power, the Great Depression, the Second World War, and the Cold War.

The fourth part of the book is devoted to the history of the United States from the beginning of the twenty-first century to the present time. It covers the period of the September 11 attacks, the War on Terror, and the current political and social challenges facing the United States.

Table 7-1. Correlation of role strains with distress measures.

	DEPRESSION	ANXIETY	DRINK
WORK LOAD	.04 n.s.	.10 p<.0006	.08 p<.003
WORK PRESSURE	.06 p<.04	.07 p<.01	.04 n.s.
LACK OF WORK REWARDS	.18 p<.0001	.16 p<.0001	.03 n.s.
WORK DEPERS- ONALIZATION	.22 p<.001	.20 p<.0001	.03 n.s.
PARENTAL STRAINS ADULT	p<.004	p<.0007	p<.02
PARENTAL STRAINS 5-21YRS	.22 p<.0001	.19 p<.0001	.001 n.s.
PARENTAL STRAINS TEENAGED	.25 p<.0001	.18 p<.0001	.08 p<.05
MARITAL RECI- PROCITY	.28 p<.0001	.14 p<.0001	.02 n.s.
MARITAL EXPEC- TATIONS	.34 p<.0001	.22 p<.0001	.07 p<.008
MARITAL LACK OF PERSONAL GROWTH	.38 p<.0001	.23 p<.0001	.08 p<.003
SINGLE STRAINS	.5 p<.0001	.38 p<.0001	-.06 n.s.
UNEMPLOYED STRAINS	.48 p<.0001	.34 p<.0001	.06 n.s.
RETIRED STRAINS	.44 p<.0001	.18 p<.04	.21 p<.02

Table 7-2. T-test of role strains by gender.

	<u>Range</u>	<u>MEN</u> (mean level) (s.d.)	<u>WOMEN</u> (mean level) (s.d.)
<u>OCCUPATIONAL STRAINS</u>			
WORK LOAD	3-16	8.0 (3.0)	6.4**** (2.1)
WORK PRESSURE	2-8	3.8 (1.7)	3.2**** (1.4)
WORK REWARD	0-6	3.1 (1.3)	3.2 (1.4)
WORK DEPERS- ONALIZATION	2-23	11.0 (2.8)	11.0 (2.9)

<u>PARENTAL STRAINS</u>			
PARENT STRAINS ADULT	9-31	14.8 (4.2)	15.2 (4.2)
PARENT STRAINS 5-21 YRS	2-50	18.0 (5.0)	19.0*** (4.8)
PARENT STRAINS TEENS	2-24	11.2 (3.5)	11.5 (3.6)

<u>MARITAL STRAINS</u>			
MARITAL RECIPROCITY	4-20	8.3 (2.9)	9.1**** (3.3)
MARITAL EXPECTATIONS	1-24	7.9 (2.6)	8.3*** (2.9)
MARITAL LACK OF GROWTH	2-16	6.1 (2.3)	6.4*** (2.4)

SINGLE STRAINS	6-26	10.7 (3.6)	12.0**** (3.7)
UNEM- PLOYED STRAINS	7-28	13.0 (4.6)	12.8 (4.8)
RETIRED STRAINS	8-29	12.8 (4.5)	11.7 (4.8)

*** p<.001 **** p<.0001

Case No.	Case Name	Case Type	Case Status
10000000000000000000	Case 1	Case 1	Case 1
10000000000000000000	Case 2	Case 2	Case 2
10000000000000000000	Case 3	Case 3	Case 3
10000000000000000000	Case 4	Case 4	Case 4
10000000000000000000	Case 5	Case 5	Case 5
10000000000000000000	Case 6	Case 6	Case 6
10000000000000000000	Case 7	Case 7	Case 7
10000000000000000000	Case 8	Case 8	Case 8
10000000000000000000	Case 9	Case 9	Case 9
10000000000000000000	Case 10	Case 10	Case 10
10000000000000000000	Case 11	Case 11	Case 11
10000000000000000000	Case 12	Case 12	Case 12
10000000000000000000	Case 13	Case 13	Case 13
10000000000000000000	Case 14	Case 14	Case 14
10000000000000000000	Case 15	Case 15	Case 15
10000000000000000000	Case 16	Case 16	Case 16
10000000000000000000	Case 17	Case 17	Case 17
10000000000000000000	Case 18	Case 18	Case 18
10000000000000000000	Case 19	Case 19	Case 19
10000000000000000000	Case 20	Case 20	Case 20

Case 10000000000000000000

and lack of personal growth in marriage. In general, however, there is a significant relationship between the various types of role strain and the measures of distress.

Having established a relationship between the strains and depression, anxiety, and drinking, we must ask whether men and women are differentially exposed to conditions and strains that are particularly distressful. Table 7-2 displays the t-tests of gender differences in the subscale scores of strains associated with the three main roles under examination in this study as well as strains associated with being unmarried, retired or unemployed. Gender differences do exist in two of the work role strain scales - that of work load and that of work pressure, with men experiencing more of both ($p < .001$). Thus, it is not women's greater experience of these occupational strains which would explain their greater distress.

There are also significant differences in the experience of marital strains - on all three subscales of unfulfilled marital expectations, lack of personal growth, and lack of reciprocity, women report higher levels of strains ($p < .001$, $p < .002$, $p < .0001$, respectively). Mothers of pre-launched children also report more parental strain than do corresponding fathers ($p < .001$). Women also experience more strain associated with being single ($p < .0001$). With the exception of marital expectations and lack of personal growth, the strain scales on which women score significantly

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higher, are not significantly correlated with drinking, but are significantly related to depression and anxiety.

Although the gender-by-role combination interaction dictates that analyses of the effects of role strains on distress be examined within role combination, it is useful to first examine the overall effect of each type of role strain on men's and women's distress levels. Table 7-3 presents the results of five separate Multivariate Analyses of Variance, each examining the remaining gender differences in distress, once a summary role strain score has already been entered. For each type of role strain (occupation, marriage, parent, unemployed, single), a total strain score was computed, summing responses to all strain items for that role. This summary score was then entered into the MANOVA equation, and then gender was entered. Because each of these types of strains were examined separately, there were five separate analyses done. This is indicated by the number of subjects (N) reported in each row, corresponding to the number of people with that role.

The first row of Table 7-3 presents the mean levels of distress for employed men and women, once total work strains are accounted for. It is clear that significant gender differences in all forms of distress remain. This hold true, as well, once marital strains, parental strains, and strains due to unemployment or retirement are examined. When strains associated with being unmarried are taken into account, only gender differences in drinking are significant.

1. The first part of the report discusses the current state of the world economy and the impact of the COVID-19 pandemic. It highlights the challenges faced by various countries and the need for international cooperation to address these issues.

2. The second part of the report focuses on the role of technology in driving economic growth and innovation. It explores how digital transformation is reshaping industries and creating new opportunities for businesses and consumers.

3. The third part of the report examines the impact of climate change on the global economy and the need for sustainable development. It discusses the role of governments and businesses in reducing carbon emissions and promoting green technologies.

4. The fourth part of the report discusses the importance of education and workforce development in preparing the next generation for the challenges of the future. It emphasizes the need for lifelong learning and the development of soft skills such as critical thinking and communication.

5. The fifth part of the report concludes with a call to action for governments, businesses, and individuals to work together to create a more resilient and sustainable future. It stresses the importance of collaboration and shared responsibility in addressing the global challenges we face.

Table 7-3. Mean levels of distress, by gender, net of role strains.

<u>ROLE STRAINS</u> (N)	<u>DISTRESS</u>					
	<u>DEPRESSION</u>		<u>ANXIETY</u>		<u>DRINK</u>	
	<u>MEN</u>	<u>WOMEN</u>	<u>MEN</u>	<u>WOMEN</u>	<u>MEN</u>	<u>WOMEN</u>
<u>OCCU-PATION</u> (1267)	2.3	4.2****	1.8	3.0****	.69	.55****
<u>MARRIAGE</u> (1586)	2.5	3.9****	2.0	2.9****	.52	.21****
<u>PARENT</u> (1407)	2.3	4.5****	1.8	3.3****	.44	.16****
<u>SINGLE</u> (692)	4.9	5.2	3.6	4.0	1.2	.32****
<u>UNEMPLOYED/RETIRED</u> (380)	4.5	6.3***	3.4	5.0**	.60	.25**

It is apparent from this general analysis that strains in and of themselves do little to account for gender differences in distress. We know from previous analyses that role combination is a central interactive factor in explaining gender differences. The significance of the gender-by-role combination interaction dictates that subsequent analyses take role combination into account in terms of controlling for it, or looking within role

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combinations for further answers to our questions.

The next step, then, is to examine the effects of role strains, within role combination, to see whether gender differences decrease once strains are taken into account. Table 7-4 presents mean levels of distress, by role combination, after the appropriate role strains for each combination have been entered. These means are unadjusted for the demographic variables of age, education and economic class (adjusted means are presented in Table 7-5), and therefore can be compared to initial differences reported in Table 6-5.

An important statistical note must be made at this point. When role strains are taken into account, the number of respondents in each of the unemployed role combinations becomes unstable due to the fact that some of the strain questions were asked of only a few of the women in the role combination. Specifically, unemployment strains were asked only of those women who first reported that they had "major responsibility for the financial support of (their) household." Similarly, retirement strains were asked only of those women who defined themselves as being "retired." Thus, many of these items, both from unemployment and retirement scales, are missing for women. This makes the numbers reported in Table 7-4 and in subsequent tables somewhat unstable due to the small n's of women (from missing data), as well as the small n's of men, given that only a relatively few men are unemployed to begin with. However, in general,

the trends found in previous analyses are fairly consistent and so we may have some confidence in the results found here.

In examining the effects of role strains on gender differences in distress, in the majority of cases distress scores for both men and women are decreased after role strains are controlled. However, there are some notable exceptions. For example, unemployed childless single men's (role 2) scores on all distress scales increase once strains are added, indicating that if role strains were equivalent between men and women, men would be more distressed than women.

Another interesting case is that of employed married parents (role 8), where both men's and women's scores on all forms of distress are decreased once strains are taken into account, and yet significant gender differences (women higher on all but drinking) remain.

Overall, most of the initial significant gender differences become insignificant once role strains are entered. The two exceptions are unemployed childless spouses (role 7) and, as mentioned previously, employed married parents (role 8). Significant gender differences in drinking remain for employed single parents (role 3) and employed childless single persons (role 6).

However, we know from previous analyses that the variables of age, education and economic class are differentially related to distress and so Table 7-5 examines the same levels of distress within role combination, but

Table 7-4. Gender differences in mean levels of distress, within role combinations, net of role strains.

<u>ROLE+</u>		<u>INDICATORS OF DISTRESS</u>						
		<u>Depression</u>		<u>Anxiety</u>		<u>Drink</u>		
		<u>Men</u>	<u>Women</u>	<u>Men</u>	<u>Women</u>	<u>Men</u>	<u>Women</u>	
1 -	<u>M</u> 18	<u>N</u> <u>W</u> 79	6.4 (.7)	7.1	4.8 (.9)	5.7	.41 (-.28)	.13
2 -	43	30	5.7 (-1.2)	4.5	4.2 (-.9)	3.3	1.2 (-1.09)	.11*
3 -	41	124	3.3 (1.0)	4.3	1.7 (1.5)	3.2*	.81 (-.57)	.24*
4 -	73	35	3.4 (1.7)	5.1	2.3 (1.5)	3.8	.20 (-.197)	.003
5 -	21	6	3.5 (-.7)	2.8	2.5 (.1)	2.6	.69 (-.44)	.25
6 -	124	94	3.8 (.3)	4.1	2.6 (.1)	2.7	1.3 (-.72)	.58*
7 -	78	49	2.4 (1.8)	4.2****	1.9 (1.5)	3.4***	.68 (-.27)	.41
8 -	546	220	2.0 (1.5)	3.5****	1.6 (.8)	2.4***	.45 (-.25)	.2**
<u>INITIAL GENDER DIFFERENCE</u>			(1.8)		(1.2)		(-.44)	

* p<.05 ** p<.01 *** p<.001 **** p<.0001

+1-unemployed single parents; 2-unemployed childless single person; 3- employed single parents; 4- unemployed married parent; 5- unemployed childless spouse; 6- employed childless single person; 7- employed childless spouse; 8- employed married parent.

Year	Month	Day	Time	Location	Remarks
1942	Jan	1	10:00
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1942	Jan	3	10:00
1942	Jan	4	10:00
1942	Jan	5	10:00
1942	Jan	6	10:00
1942	Jan	7	10:00
1942	Jan	8	10:00
1942	Jan	9	10:00
1942	Jan	10	10:00
1942	Jan	11	10:00
1942	Jan	12	10:00
1942	Jan	13	10:00
1942	Jan	14	10:00
1942	Jan	15	10:00
1942	Jan	16	10:00
1942	Jan	17	10:00
1942	Jan	18	10:00
1942	Jan	19	10:00
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1942	Jan	27	10:00
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1942	Jan	30	10:00
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adjusts for these demographic factors. These values can be compared to those presented in Table 6-6.

As can be seen in Table 7-5 below, for many role combinations gender differences in mean levels decrease once role strains are taken into account. The decrease in difference is, for the most part, due to the fact that the mean levels of distress for men and women are differentially affected by role strains. In some cases, the men's mean decreases while the women's increases or remains the same. This can be seen in the case of the depression and anxiety scores of unemployed single parents (role 1), unemployed childless single people (role 2) and unemployed married parents (role 4). This also occurred for mean levels of drinking for those in roles 2 through 6, which led to initial significant gender differences becoming insignificant.

In other cases, the reverse pattern occurs, where the women's mean decreases and the men's increases or remains the same. This is the case for employed single parents' depression and anxiety scores (role 3).

Another pattern of change is a decrease in mean levels of distress for both men and women. This is especially true of employed married parents (role 8) whose scores are, interestingly, decreased and yet remain significantly different. This is largely true for employed childless spouses (role 7) as well, although their mean scores increased and remained significantly different.

 Table 7-5. Gender differences in mean levels of distress,
 within role combination, net of age, education,
 economic class and role strains.

<u>ROLE+</u>		<u>INDICATORS OF DISTRESS</u>							
		<u>Depression</u>		<u>Anxiety</u>		<u>Drink</u>			
<u>M</u>	<u>N</u>	<u>Men</u>	<u>Women</u>	<u>Men</u>	<u>Women</u>	<u>Men</u>	<u>Women</u>		
1 -	18 79	6.3 (.8)	7.1	4.9 (.7)	5.6	.57 (-.44)	.13		
2 -	43 30	4.3 (.6)	4.9	3.0 (1.0)	4.0	1.1 (-.9)	.21		
3 -	41 124	3.3 (1.1)	4.4	1.8 (1.4)	3.2	.84 (-.6)	.24*		
4 -	73 35	3.4 (1.7)	5.1	2.3 (1.6)	3.9	.26 (-.37)	-.11		
5 -	21 6	3.3 (-1.0)	2.3	2.5 (-.8)	1.7	.82 (-.9)	-.08		
6 -	124 94	3.7 (.6)	4.3	2.4 (.6)	3.0	1.2 (-.54)	.66		
7 -	78 49	2.3 (1.9)	4.2****	1.9 (1.6)	3.5***	.69 (-.28)	.41		
8 -	546 220	2.0 (1.4)	3.4****	1.6 (.7)	2.3***	.5 (-.3)	.2**		
INITIAL GENDER DIFFERENCE		(1.8)		(1.2)		(-.44)			

 * p<.05 ** p<.01 *** p<.001 **** p<.0001

+1-unemployed single parents; 2-unemployed childless single person; 3- employed single parents; 4- unemployed married parent; 5- unemployed childless spouse; 6- employed childless single person; 7- employed childless spouse; 8- employed married parent.

There is no consistent pattern among types of distress across role combinations. In other words, gender differences in depression or anxiety are not uniformly decreased by the addition of role strains. For all measures of distress, the role combination interaction persists, with gender differences varying from one combination to the next.

The persistence of significant gender differences between men and women who hold the role combinations of employed childless spouse (role 7) and employed married parent (role 8) dictates further exploration of the origins of such differences. The hypothesis that women may be more "vulnerable" to the effects of comparable role strain than men provides the theoretical impetus for the next analyses of these two roles with remaining gender differences. Here we want to determine the "weight" of each type of role strain for men and women in terms of its contribution to distress.

Multivariate Analysis of Variance reveals that none of the gender-by-role strain interaction terms are significant in explaining distress differences. For those in role 7 - employed childless spouses - both the marital strain-by-gender [$F= 1.1 (3,119)$] and occupational strain-by-gender interaction [$F= 1.4 (3,119)$] terms are nonsignificant. Similarly, for those respondents who are employed married parents, the interaction terms are also nonsignificant (marital strain-by-gender, $F=.55 (3,756)$; occupational strain-by-gender, $F=.65 (3,756)$). Parental strains were not

examined in the latter analysis due to largely insignificant gender differences in these strains from that start.

Clearly, then, remaining gender differences in these last two roles are not explained by the hypothesis that women are more "vulnerable" to the effects of role strains than men, and these most common and traditional roles are the social arenas in which men and women continue to display differential manifestations of emotional distress.

The first part of the paper is devoted to the study of the
local behavior of the solutions of the system (1) near the
equilibrium point $(0, 0, 0)$. In order to do this we use the
method of normal forms. The first step is to transform the
system into a normal form by means of a series of
non-resonant transformations. The second step is to
study the local behavior of the solutions of the normal
form. In this case we use the method of averaging.
The third part of the paper is devoted to the study of
the global behavior of the solutions of the system (1).
In this case we use the method of the Poincaré map.

CHAPTER 8

ANALYTIC SUMMARY

To summarize the results of this study, a table that shows the changes in mean levels of distress for men and women at each stage of the analysis is presented. [See Table 8-1] For each role combination, row A shows the initial mean levels, controlling for age, education and economic class. These numbers duplicate those reported in Table 6-5. Row B presents the mean levels of distress once role strains are added into the model. These figures are duplicates of those in Table 7-5. While these means may be somewhat unstable due to small n's, we still get an overview of what happens to gender differences, within role combinations, as each set of variables is added to the model.

Role 1. For unemployed single parents, men's depression scores decrease when strains are added. Women's mean levels of depression consistently increase. The magnitude of difference between men's and women's levels decrease over the model, due to the men's scores decreasing while women's scores are increasing. The pattern is the same for anxiety scores.

Drinking levels decrease for both men and women, once strains are taken into account.

Role 2. For unemployed single childless persons, men's depression scores decrease slightly as other variables are added, while women's mean level does not change at all.

The first part of the document discusses the importance of maintaining accurate records of all transactions. It emphasizes that proper record-keeping is essential for ensuring the integrity and reliability of financial data. This section also outlines the various methods and tools used to collect and analyze data, highlighting the need for consistency and accuracy throughout the process.

The second part of the document focuses on the implementation of internal controls to prevent fraud and errors. It details the role of management in establishing a strong control environment and the importance of regular monitoring and evaluation. This section also discusses the impact of external factors on the organization's risk profile and the need for proactive risk management strategies.

The final part of the document provides a summary of the key findings and recommendations. It reiterates the importance of transparency and accountability in financial reporting and offers practical advice for improving the organization's financial performance. The document concludes by expressing confidence in the organization's ability to meet its financial goals and maintain its commitment to excellence.

Table 8-1. Gender differences in distress: A summary of the effects of social and economic factors (A) and role strains (B), within role combinations.

INDICATORS OF DISTRESS

<u>ROLE+</u>	<u>Depression</u>		<u>Anxiety</u>		<u>Drink</u>	
	Men	Women	Men	Women	Men	Women
1-- (A)	8.0	6.8	7.0	5.0	.80	.34
(B)	6.3	7.1	4.9	5.6	.57	.13
2-- (A)	4.6	4.9	3.5	3.8	.91	.31*
(B)	4.3	4.9	3.0	4.0	1.1	.21
3-- (A)	3.2	4.6	2.0	3.5*	1.7	.33****
(B)	3.3	4.4	1.8	3.2	.84	.24*
4-- (A)	3.7	4.2	2.5	3.1	.54	.14**
(B)	3.4	5.1	2.3	3.9	.26	-.11
5-- (A)	3.5	4.3	2.5	3.5	.91	.24*
(B)	3.3	2.3	2.5	1.7	.82	-.08
6-- (A)	3.5	4.3	2.3	3.0	1.2	.43****
(B)	3.7	4.3	2.4	3.0	1.2	.66
7-- (A)	2.2	4.2**	1.9	3.5*	.47	.27
(B)	2.3	4.2****	1.9	3.5***	.69	.41
8-- (A)	2.2	3.7****	1.9	2.5	.54	.27**
(B)	2.0	3.4****	1.6	2.3***	.5	.2**

* p<.05 ** p<.01 *** p<.001 **** p<.0001

+1-unemployed single parents; 2-unemployed childless single person; 3- employed single parents; 4- unemployed married parent; 5- unemployed childless spouse; 6- employed childless single person; 7- employed childless spouse; 8- employed married parent.

Again, the pattern is consistent for anxiety scores.

Drinking increases slightly for men and decreases for women, although the difference becomes insignificant.

Role 3. For employed single parents, men's depression scores generally increase once role strains are examined, while women's scores decrease slightly. However, the initial insignificant difference remains insignificant as men's and women's scores move in opposite directions. In contrast, anxiety scores for men decreased at the same rate as women's, and here the initial significant differences becomes slightly more significant (.01 vs. .05).

And while men's drinking scores also decreased, as did women's, men's scores decreased less than women's, maintaining the initial significant difference.

Role 4. For unemployed married parents, depression scores, as well as anxiety scores, decreased for men as strains and resources were added, while women's mean scores increased over the same model.

Men's drinking drastically decreased while women's did as well, although not quite as drastically, thereby bringing the initial gender difference out of significance.

Role 5. For unemployed childless spouses, across all forms of distress, both men's and women's mean levels drop as strains and resources are taken into account. The sole exception is men's anxiety level, which remains unchanged across all analyses.

Role 6. Employed childless single persons, in contrast to the previous role combination, increase their mean levels consistently as strains are added to the model.

Role 7. Interestingly, employed childless spouses reveal consistent increases across analyses for men and women, maintaining or increasing all initial significant gender differences in anxiety and depression. While there were no initial differences in drinking, mean levels for both men and women increase.

Role 8. While employed married parents show some similarity to the previous role combination in that all initial gender differences remain significant (except for anxiety which is initially insignificant but comes into significance when strains are added), the trend in mean levels is the opposite of role 7. For both men and women, all distress scores decrease when strains are added.

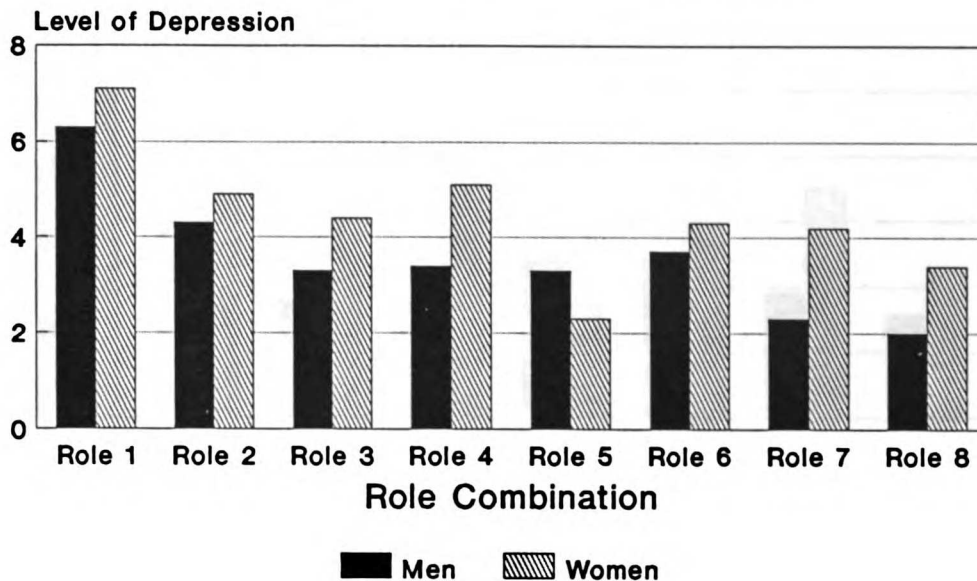
Interestingly enough, even with the various changes across different role combinations, general trends in gender differences in distress persist. To demonstrate this graphically, Figures 8-1 to 8-4 depict the magnitude of gender differences in each of the four distress measures across the eight role combinations.

Figures 8-1 and 8-2 show clearly that, for depression and anxiety, regardless of the magnitude of difference (or its statistical significance), women consistently report higher levels of depression and anxiety. The sole exception is for unemployed single parents, where men report more

depression and anxiety. Thus, across 7 of the 8 role combinations, women's greater experience of depression and anxiety is consistent.

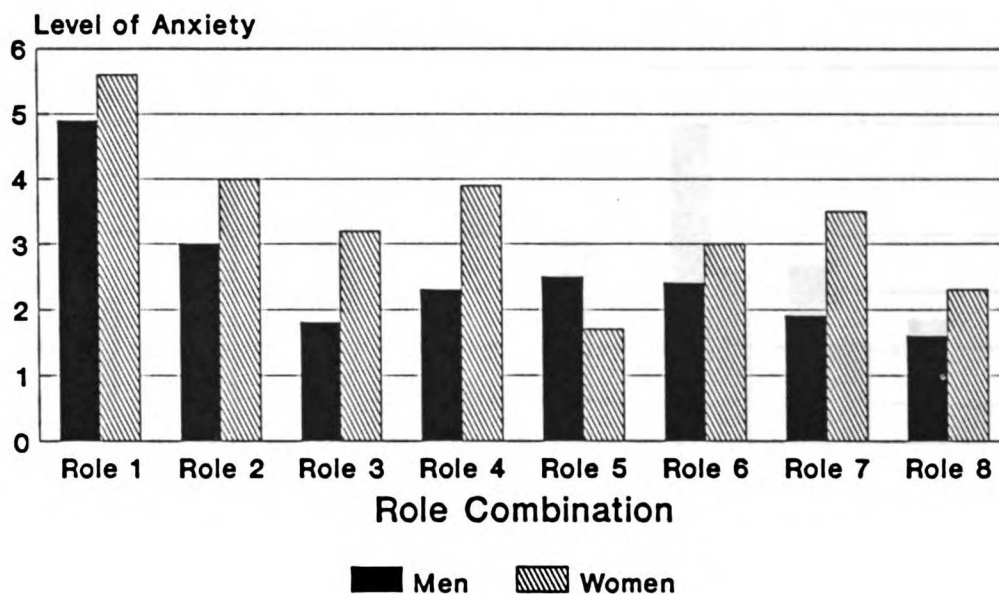
Similarly, when we look at Figure 8-3, which shows gender differences in drinking, even with varying magnitudes of difference, men across all 8 role combinations, still have higher levels of drinking.

Gender Differences in Depression Within Role Combination



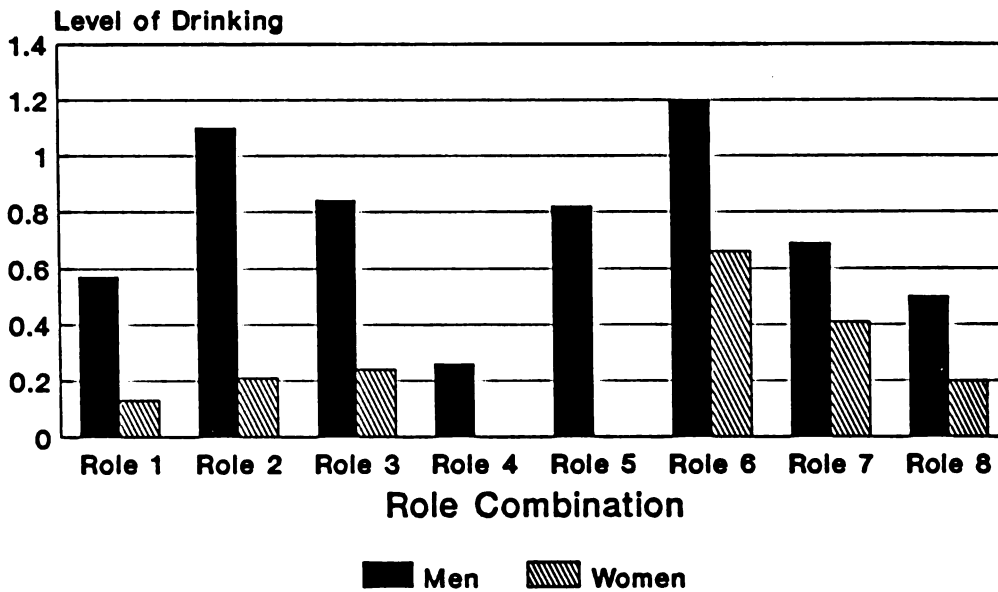
ROLES: 1 - unemployed single parent
2 - unemployed childless single person
3 - employed single parent
4 - unemployed married parent
5 - unemployed childless spouse
6 - employed childless single person
7 - employed childless spouse
8 - employed married parent

Gender Differences in Anxiety Within Role Combination



- ROLES: 1 - unemployed single parent
 2 - unemployed childless single person
 3 - employed single parent
 4 - unemployed married parent
 5 - unemployed childless spouse
 6 - employed childless single person
 7 - employed childless spouse
 8 - employed married parent

Gender Differences in Drinking Within Role Combination



- ROLES:
- 1 - unemployed single parent
 - 2 - unemployed childless single person
 - 3 - employed single parent
 - 4 - unemployed married parent
 - 5 - unemployed childless spouse
 - 6 - employed childless single person
 - 7 - employed childless spouse
 - 8 - employed married parent

The broad scope and complexity of the results presented here disallow a simple and concise discussion of their meaning. However, there are consistent trends and patterns in these data which bear careful consideration. In the following Discussion, I shall describe such trends and patterns and address their significance for our understanding of gender differences in mental distress.

CHAPTER 9

DISCUSSION

Before discussing the conclusions reached from this study, several caveats are in order. This study examines the association between three major social roles, or the absence thereof, combinations of these roles, the strains associated with them and four diverse manifestations of mental distress. This study provides some initial and provocative information about the relationships between the social and individual experiences of men and women in our society. The relationships uncovered here can form the basis for further work, which should be designed to address causal relationships. It should be noted that by virtue of the cross-sectional nature of the analyses presented here, only inferences about correlation can be drawn; causal relationships were not demonstrated. I believe that this does not detract from the import of the results, but should be kept in mind.

Another major note to keep in mind when analyzing cross-sectional data, one that is especially true given the subject of analysis here - social roles - is that there may be some degree of self-selection occurring. Self-selection into certain roles or combinations thereof may account for differences that exist at the point in time at which we are observing the respondents. There may be extraneous factors which have led people to accumulate, or lose, some of the

The first of these is the fact that the χ^2 test is only valid for large samples. In this case, the sample size is small, and the χ^2 test is not applicable. The second is the fact that the χ^2 test is only valid for independent observations. In this case, the observations are not independent, and the χ^2 test is not applicable. The third is the fact that the χ^2 test is only valid for categorical data. In this case, the data are continuous, and the χ^2 test is not applicable.

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Therefore,

the χ^2 test is not applicable in this case. The first reason is that the sample size is small. The second reason is that the observations are not independent. The third reason is that the data are continuous.

The first of these is the fact that the χ^2 test is only valid for large samples. In this case, the sample size is small, and the χ^2 test is not applicable. The second is the fact that the χ^2 test is only valid for independent observations. In this case, the observations are not independent, and the χ^2 test is not applicable. The third is the fact that the χ^2 test is only valid for categorical data. In this case, the data are continuous, and the χ^2 test is not applicable.

roles under examination here. Because we are gathering information only at one point in time in this study, we do not have such information available to use, to include in the explanation of the social and personal circumstances currently at hand. However, as stated above, this limitation should not let us ignore the information that this study can provide to better understand the relationships of gender and social roles to mental distress.

A methodological shortcoming, discussed in the Results section, is the small number of males in some role combinations, and the small number of women with full data in other role combinations - specifically, those with unemployed women. It is not clear whether the small number of men is due to the fact that, in reality, there are very few men who hold such roles as unemployed single parent, or whether there is something different about the men in this study in these role positions which may account for their low representation. However, given the sound sampling methods utilized, the former is most likely true.

A final caveat is an historical one. The data for this study were collected in 1972 and thus may reflect historical or cohort effects that may be different in today's society. However, while we may not be able to generalize from 1972 to today, the data provoke intriguing questions which need to be examined in light of today's social and economic environment.

To briefly summarize, the goals of this study were to determine:

1) If and how men and women differ in their level of mental distress they experience and the ways in which they manifest it.

2) If these differences can be accounted for by examination of the individual social roles that men and women hold, and/or the combinations of those roles.

3) If examination of the quality of intra-role experience - role strains - helps to further explicate gender differences in distress.

In response to the first question, this study corroborates other results of overall gender differences in distress. While men drink more, women report more anxiety, depression and anger.

The second and third guiding questions of this study will be discussed in terms of how the results of this study address the two central theses of gender differences in mental distress that laid the theoretical foundation for this work - namely, the "exposure thesis" and the "vulnerability thesis." To briefly summarize the theses, the exposure thesis posits that women's greater level of mental distress can be explained by greater exposure to stressful circumstances. There are two types of potential exposure - structural and experiential exposure. Structural exposure refers to women's position in our society in relation to institutional

resources, such as education, income, occupation, etc. Structural exposure also refers to the roles that women hold in our society and how those roles may be more likely to be stressful than the roles men hold.

The results of this study clearly support the structural exposure thesis as an explanation for women's greater distress. Women in this representative sample possess less education and ascribe themselves to a lower economic class than do the men.

In addition, women consistently hold those roles, both singly and in combination, that are most highly associated with distress. Women are more likely to be unemployed and to be unmarried, both of which are significantly related to anxiety and depression. Women are more likely to be single parents, employed or not, the two most stressful role combinations of all. Here are roles where demands are maximal - to support one's self and one's children - and where support is minimal - no job, no spouse, no parenting partner. It is clear, then, that women's greater distress is, indeed, partly due to a lack of structural resources, such as education and income, as well as the specific role structures they are likely to inhabit.

The "experiential exposure" argument claims that if structural exposure (i.e., roles) is equivalent between men and women, women are still more likely to experience stress and strain than men in the same structural position. That is, if men and women hold the same roles, or role combinations,

women are going to experience more strain from those roles, and thus will exhibit more distress, than men. The evidence here suggests that a more refined statement must be made.

It is more accurate to state that women and men are more likely to experience different types of strains, even given the same roles, singly or in combination. Men, for the most part, experience more occupational strains than women who are working. Men are also likely to experience strains due to not working, more than women in the same positions. On the other hand, women are consistently more likely to experience strains related to marital status (married or single) and parenting, than men.

These different focal points of stress for men and women demonstrate the importance of tapping a broad range of potential areas of stress for men and women so that results are not skewed by virtue of asking about strains associated with only marriage and parenting or with only occupation.

These results also demonstrate the fact that different roles may hold different meanings or value for women and men, and even between different men and between different women. Assessment of the importance of roles, and a person's investment in those roles may help to predict who will experience more or less strain from a given role, or combination of roles. This approach is currently being taken by Thoits (1989, personal communication).

Furthermore, the results here show that in the most stressful role combinations - e.g., unemployed single parents

- men and women do not experience significantly different levels of distress. And, in fact, men, in some instances, report more distress than women in the same combination. It seems, then, that when the structural demands of one's life are most demanding, such demands obscure gender differences in distress which exist under less stressful, or more normative, structural circumstances - e.g., employed married parents.

However, this leads us to the evaluation of the "vulnerability thesis," which proposes that women's greater distress is due to the fact that even when men and women experience the same degree of strain, women are more likely to experience mental distress than men. The sources of this vulnerability range from biological to socialization processes to ineffective coping mechanisms.

This study does not provide support for this thesis. Analyses of the "weight" of role strains in those two role combinations where gender differences in distress remained after role strains were accounted for did not reveal any significant gender-by-strain interaction.

It may be that in these two most traditional, or normative roles, those of employed married parents or employed childless spouses, normative constraints work to maintain traditional gender roles and thus traditional forms of distress manifested by men and women. In the less normative roles - unemployed single parent - the structural requirements and excessive, overwhelming demands of the

1. The first part of the document is a letter from the author to the editor, dated 10/10/1954. The letter is addressed to the editor of the "Journal of the American Medical Association" and is signed by "Dr. J. H. [Name]". The letter discusses the author's interest in the "Journal" and mentions that the author has been reading it for some time and is impressed by the quality of the articles. The author expresses a desire to contribute to the journal and asks for information regarding the submission process. The letter is dated 10/10/1954 and is signed by "Dr. J. H. [Name]".

2. The second part of the document is a letter from the editor to the author, dated 10/15/1954. The letter is addressed to "Dr. J. H. [Name]" and is signed by "The Editor". The letter acknowledges the author's letter and expresses interest in the author's work. The editor asks for more information regarding the author's background and the specific area of research. The letter is dated 10/15/1954 and is signed by "The Editor".

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roles may demand nonnormative behavior and thus, perhaps, nonnormative manifestations of distress, for both the men and women in these roles.

On the other hand, as stated in the Analytic Summary section, the pattern of gender differences remains consistent for depression, anxiety and drinking across all but one of the eight role combinations, even when these differences are nonsignificant. Thus, we are left with the question of where these consistent patterns of distress forms come from.

Is there, indeed, a biological difference between men and women which predisposes women to anxiety and depression and men to drinking alcohol? Is it simply, that, as many would claim, women are taught to internalize their distress in an affective fashion, while men are socialized to externalize and "act out" their distress through drinking?

Interestingly enough, while men in some of the more overwhelming role combinations did express as much or more anxiety and depression than their female counterparts, in no role combination did women even come close to the same level of drinking as men. In addition, the role combination-by-gender interaction, while clarifying most gender differences in anxiety and depression, did very little to shed light on men's higher drinking, as that was consistent across all role combinations. Also, the fact that drinking is inconsistently correlated with the strain measures utilized here suggests that drinking may be somewhat independent of strain or stress, at least as a response to strain. If the drinking is

not in response to stress, it is unclear what the motivation is - perhaps it is an element of a particular lifestyle - e.g. that of single working younger adults - rather than a stress-response, per se. It is, in fact, the role combination of employed childless single persons where the women come closest to the level of drinking of comparable men. This would support a "lifestyle" explanation for the inconsistent relationship of drinking and distress.

This needs to be examined in more detail, though, as previous research has found a closer relationship between role strain and drinking behavior (Aneshensel, et al., 1986).

The final factor in the vulnerability thesis is that of differential coping skills. These may serve as a mediating factor between stresses and strains being equally experienced by women and men, and their differential experience and manifestation of mental distress. This was not examined at all in the present study and, clearly, deserves further investigation.

CONCLUSION

While this study provides the broadest examination of both sources and forms of distress to date, it still falls short of a complete explanation of gender differences in mental distress and how one's many social roles may interact to create, exacerbate, or, in some cases, ameliorate distress. This study suggests that our social structure may currently be designed such that women hold the roles that bear the brunt of social and personal pressures, perhaps without the resources provided to alleviate some of the pressure. It is on these overwhelmingly stressful role combinations, then, that societal attention and support must be focussed. It is clear that, in the most extreme cases, social structural factors overshadow any gender differences in distress and that support services for both men and women need be offered and encouraged. And, as traditional gender roles continue to loosen and shift, we may see increasing numbers of men and women in stressful role conditions. The high divorce rates and tenuous economic environment of today's society continue to create more single parent families, with or without social, economic and personal resources. Social policy, then, needs to be designed, not on the basis of gender-specific needs, but on "role-specific" or "social-specific" needs.

However, the question remains whether we are not including enough of the potential stress areas for men. As has often been stated by other investigators, it may be that

Abstract

The purpose of this study was to investigate the effects of a 12-week training program on the physical fitness and health-related quality of life (HRQL) of sedentary middle-aged men. The study was a randomized controlled trial. The participants were divided into two groups: a training group and a control group. The training group performed a supervised aerobic and resistance training program, while the control group remained sedentary. The primary outcome was the change in HRQL, measured using the SF-36 questionnaire. Secondary outcomes included changes in body composition, cardiovascular fitness, and blood pressure. The results showed that the training group had significantly higher scores on the SF-36 questionnaire compared to the control group at the end of the 12-week period. Additionally, the training group showed significant improvements in body composition, cardiovascular fitness, and blood pressure. The findings suggest that a 12-week training program can improve HRQL and physical fitness in sedentary middle-aged men.

Keywords: sedentary, middle-aged men, physical fitness, health-related quality of life, 12-week training program. The study was conducted in a laboratory setting and involved a 12-week training program. The participants were recruited from a local community center. The study was approved by the local ethics committee. The results of the study are presented in the following sections. The first section describes the study design and participants. The second section describes the training program. The third section describes the outcomes of the study. The fourth section discusses the implications of the findings. The fifth section concludes the study.

inquiries into this field have not examined a broad enough range of social roles and their stresses, as well as a wide enough array of manifestations of distress. As is now known, men report more personality disorders and may be manifesting their distress through criminal activities (Myers, et al, 1984; Robins, et al., 1984), or other ways which were not available here to examine. Similarly, while women have been asked about their experiences of role conflict - i.e., between work and family - men have not and that may prove to be another fruitful avenue of investigation (Farrell and Rosenberg, 1981). Men have also not been asked about even more traditional pressures of being a sole provider for a family when working, just as women here were not asked about their strains associated with unemployment. The unemployment strains, for men, did address one's failure to provide for one's family when not working, but did not address the pressures of having a job and having to provide for a family.

So, while this study has provided additional provocative information about the relationship between social roles, gender and distress, the field remains full of intriguing unanswered questions.

APPENDIX I

ROLE STRAIN MEASURES AND SCALE RELIABILITIES

Occupational role strains.

A. Work load and noxiousness. [alpha=.67]

How much of the time:

1. Do you have a lot of noise on the job?
2. Do you work in a lot of dirt or dust?
3. Are you in danger of illness or injury on the job?
4. Do you have more work than you can handle?

B. Work pressures. [alpha=.37]

How much of the time:

1. Are you under pressure to keep up with new ways of doing things?
2. Do you work too many hours?

C. Deprivation of rewards. [alpha=.62]

How much do you agree or disagree that:

1. The income I earn is just about right for the job I have?
2. I can count on a steady income?
3. My chances for increased earnings in the next year or so are good?
4. The work I'm doing now is preparing me for a better work situation later?
5. My work has good fringe benefits such as sick pay and retirement?
6. There is always a chance I may be out of a job?

D. Depersonalizing work relations. [alpha=.53]

On your job, how often:

1. Do people act toward you as if you are a person without real feelings?
2. Do people treat you in an unfriendly way?
3. Are you told that you're doing a good job?
4. Are you treated unfairly by another person?
5. Do people come to you for your opinions about how the work should be done?
6. Do you have to do tasks that no one else wants?

The first part of the document discusses the importance of maintaining accurate records of all transactions. It emphasizes that proper record-keeping is essential for the integrity of the financial system and for the ability to detect and prevent fraud. The text also highlights the need for transparency and accountability in all financial dealings.

The second part of the document outlines the specific procedures for handling financial records. It details the steps for recording transactions, including the use of standardized forms and the requirement for double-checking entries. The text also discusses the importance of regular audits and the role of internal controls in ensuring the accuracy of the records.

The third part of the document addresses the issue of data security. It stresses the need to protect financial information from unauthorized access and disclosure. This includes implementing strong password policies, using secure communication channels, and regularly updating software and hardware to protect against vulnerabilities.

The fourth part of the document discusses the importance of training and education for all personnel involved in financial operations. It emphasizes that ongoing training is necessary to ensure that staff are up-to-date on the latest regulations and best practices. The text also highlights the need for a strong ethical culture within the organization, where integrity and honesty are valued above all else.

The fifth part of the document concludes with a summary of the key points discussed. It reiterates the importance of accurate record-keeping, transparency, data security, and ongoing training. The text also expresses confidence in the organization's ability to maintain the highest standards of financial integrity and accountability.

In conclusion, the document serves as a comprehensive guide for maintaining financial integrity. It provides clear instructions and emphasizes the importance of each step in the process. By following these guidelines, the organization can ensure that its financial records are accurate, secure, and transparent, thereby maintaining the trust of its stakeholders and the integrity of the financial system.

Marital role strains.

A. Lack of marital reciprocity. [alpha=.78]

How much do you agree or disagree that:

1. My husband/wife insists on having his/her own way?
2. My husband/wife usually expects more from me than he/she is willing to give?
3. My husband/wife usually acts as if he/she were the only important person in the family?
4. Generally, I give in more to my husband's/wife's wishes than he/she gives in to mine.
5. I can rely on my husband/wife to help me with most of the problems that have to be taken care of in the family.

B. Nonfulfillment of role expectations. [alpha=.80]

How much do you agree or disagree that my husband/wife is someone:

1. I can really talk with about things that are important to me?
2. Who is affectionate toward me?
3. Who spends money wisely?
4. Who is a good wage earner/housekeeper?
5. Who is a good sexual partner?
6. Who appreciates the job I do as wage earner/housekeeper?

C. Lack of opportunity for personal growth. [alpha=.77]

How strongly do you agree or disagree with these statements:

1. My husband/wife seems to bring out the best in me?
2. My husband/wife appreciates me just as I am?
3. My marriage doesn't give me enough opportunity to become the sort of person I'd like to be?
4. I cannot completely be myself around my husband/wife?

The first part of the document discusses the importance of maintaining accurate records of all transactions. It emphasizes that every entry should be supported by a valid receipt or invoice. This not only helps in tracking expenses but also ensures compliance with tax regulations. The document further outlines the process of reconciling bank statements with the company's ledger to identify any discrepancies. It stresses the need for regular audits to prevent errors and detect potential fraud. The final section provides a checklist for ensuring that all financial data is up-to-date and correctly categorized.

In addition, the document highlights the role of technology in streamlining financial operations. It suggests implementing accounting software to automate routine tasks such as invoicing and payroll processing. This can significantly reduce the risk of human error and improve the efficiency of the finance department. The document also discusses the importance of data security, recommending the use of secure cloud storage and regular backups to protect sensitive financial information. Furthermore, it advises on the proper handling of physical documents, including archiving and secure disposal of old records.

The document concludes by reiterating the importance of transparency and accountability in financial management. It encourages the use of clear communication channels between different departments to ensure that all financial activities are properly documented and understood. The final section provides a summary of the key points discussed and offers contact information for further assistance. It also includes a disclaimer stating that the information provided is for general informational purposes only and should not be considered as financial advice.

Parental role strains.

B. Failure to act toward goals or values. [$\alpha=.80$]
Children ages 5 to 16, and those 21 or older, or not living at home. How often do you wonder if your child(ren):

1. Is/are living too much for the present and thinking too little of what lies ahead?
2. Is/are showing too little interest in religion?
3. Is/are not practicing the moral beliefs that are important?
4. Is/are not trying hard enough to prepare for the life ahead of him/them?
5. Is/are not headed for the success you want for him/them?
6. May not be headed for a good family life? (Only for those over 21 or not living at home.)

C. Failure to be attentive, considerate of parents. [$\alpha=.98$]

Children ages 5 to 16. As a parent, how often do you have these experiences:

1. You are treated without proper respect?
2. Your advice and guidance are ignored?
3. You are helped with household chores without asking?
4. You are disobeyed?
5. Have to attend to poor school work?
6. Have to attend to poor use of spare time?
7. Have to attend to carelessness about personal appearance?
8. Worry your child has the wrong friends?
9. Worry about your child's ability to get along with others the same age?
10. Deal with misbehavior in the house?
11. Might be tempted by others to try illegal drugs?
12. Might be using too much alcohol?

Children living away from home. How often:

1. Do you receive a phone call or letter from your child(ren)?
2. Do(es) your child(ren) visit you?
3. Are you invited to visit your child(ren)?

Singleness role strains. (alpha=.77)

As a single person, how often:

1. Do you feel out of place in a social situation because you are not married?
2. Are you without anyone to talk to about yourself?
3. Are you without anyone you can share experiences and feelings with?
4. Do you have a chance to have fun?
5. Do you stay at home because you are afraid to go out at night?
6. Do you wonder if you may not be an interesting person?
7. Do you feel that you are not having the kind of sex life you would like?

Retired role strains. (alpha=.84)

How much has your retirement resulted in:

1. Having too much time with not enough to do?
2. Not having the money to be able to do some of the things you used to do?
3. Your looking for any activity that will keep you busy?
4. Your being by yourself?
5. Your missing a daily routine?
6. People treating you like you don't know what's going on?
7. People paying less attention to your opinions?
8. Your not having a chance to be with and talk to younger people?

Unemployed role strains. (alpha=.81)

How often does your being unemployed cause you any of the following problems:

1. Having too much time and not enough to do?
2. Not being able to buy the things (you/your family) need?
3. Having to depend on others for help?
4. Not having enough recreation?
5. Not seeing enough of your friends?
6. Having arguments at home?
7. People not being interested in you?

APPENDIX II

SCALES AND RELIABILITIES OF ANXIETY, DEPRESSION AND ANGER

Psychological distress scale -- Anxiety factor.
[alpha=.85]

In the past week, how often did you:

1. Have headaches or head pains?
2. Have an upset or sour stomach?
3. Have tightness or tension in your neck, back or other muscles?
4. Feel faint or dizzy?
5. Sweat when not working hard or overheated?
6. Notice your hands trembling?
7. Have to avoid certain things, places or activities because they frighten you?
8. Have your heart pound or race when not physically active?
9. Feel nervous or shaky inside?
10. Have trouble getting your breath?
11. Feel tense or keyed up?
12. Feel fearful or afraid?

Psychological distress scale - Depression factor.
[alpha=.86]

In the past week, how often did you:

1. Lack enthusiasm for doing anything?
2. Have a poor appetite?
3. Feel lonely?
4. Feel bored or have little interest in doing things?
5. Lose sexual interest or pleasure?
6. Have trouble getting to sleep or staying asleep?
7. Cry easily or feel like crying?
8. Feel downhearted or blue?
9. Feel low in energy or slowed down?
10. Feel hopeless about the future?
11. Have any thoughts of possibly ending your life?

Anger scale. [alpha=.79]

In the past week, how often did you:

1. Lose your temper?
2. Feel easily annoyed or irritated?
3. Feel critical of others?
4. Get angry over things that are not too important?

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