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## Determinants of Paternal Involvement in Childcare in Dual-Earner Families with Preschool Children

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**DETERMINANTS OF PATERNAL INVOLVEMENT IN CHILDCARE IN DUAL-  
EARNER FAMILIES WITH PRESCHOOL CHILDREN**

by

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B.A. May 2000, West Virginia Wesleyan College

A Thesis Submitted to the Faculty of  
Old Dominion University in Partial Fulfillment of the  
Requirement for the Degree of

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## **ABSTRACT**

### **DETERMINANTS OF PATERNAL INVOLVEMENT IN CHILDCARE IN DUAL-EARNER FAMILIES WITH PRESCHOOL CHILDREN**

Julie N. Jacobs  
Old Dominion University, 2004  
Director: Dr. Michelle L. Kelley

Dual-earner parents ( $N = 119$ ) of preschool children enrolled in licensed childcare centers completed anonymous questionnaires that examined work and family variables as related to paternal involvement in three areas: engagement (i.e., one-on-one interaction with the child), responsibility (i.e., taking care of the child's needs), and accessibility (i.e., being available to the child without directly interacting). Fathers' reports of responsibility were predicted by beliefs about fathering and structural variables (i.e., hours worked). Similarly, fathers' beliefs about fathering and efficacy in the parenting role predicted fathers' reports of engagement. Fathers' reports of accessibility were predicted by fathers' perceived competence in parenting and family variables (i.e., mothers' marital satisfaction). The percentage of time fathers reported that they spent as their child's primary caregiver was predicted by structural variables and belief variables (i.e., beliefs about how involved fathers should be in parenting and self-efficacy in the parenting role). In addition, mothers' reports of paternal responsibility and engagement were predicted by structural variables and family variables (i.e., mothers' marital satisfaction). Structural variables predicted mothers' reports of paternal accessibility. Mothers' reports of the percentage of time fathers spent as the child's primary caregiver were predicted by structural variables and family variables (i.e., marital satisfaction).

This thesis is dedicated to my family.

## **ACKNOWLEDGMENTS**

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## CHAPTER I

### INTRODUCTION

Society's expectation of fatherhood has evolved through recent history from solely financial provider to co-parent (Pleck & Pleck, 1997). During the industrial revolution of the late 1800's, men found employment outside of farming and the family unit (Cabrera, Tamis-LeMonda, Bradley, Hofferth, & Lamb, 2000). As a result, women took primary responsibility for children and breadwinning became central to the father's role (LaRossa, 1997). The theme of fathers as merely financial providers persisted into the 1900's. However, due to the Great Depression and WWII, women experienced an increased role in the workforce. Because of women's increased involvement in paid labor, they had less ability to take complete responsibility for childcare (Cabrera et al., 2000). As a result, expectations for men's involvement with children and in childcare increased. In fact, investigators have documented the gradual increase in fathers' involvement with children in their homes and in the childcare process (Pleck, 1997).

It is important to note, however, that men's involvement with their children varies greatly. Although men's roles have changed, for many fathers, financial provider is still the predominate role (Marsiglio, 1991). Since paternal involvement is secondary to employment for some men, fathers may have more discretion than mothers in choosing the type and amount of involvement they have with their children. In order to address the issue of why some fathers are more involved with their children than others, different

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aspects of paternal involvement need to be examined.

Lamb, Pleck, Charnov, and Levine (1985) argued there were three types of paternal involvement. The first type of paternal involvement, termed engagement, is characterized by undivided attention to the child in an activity such as reading to the child or playing with the child. Less direct forms of involvement with the child that do not involve one-on-one interaction are typically classified as accessibility (i.e., the father is reading the newspaper in the same room that the child is watching television). The last component of Lamb et al.'s description of fathering involves paternal responsibility. Responsibility includes activities such as taking care of the child's needs (e.g., buying the child clothes and scheduling the child's pediatric appointments).

Furthermore, Lamb et al. (1985) has specified four elements that shape fathering behaviors. The first of these factors is a father's motivation or the aspiration to be an involved father. Different factors motivate different fathers. Some men are influenced by the idea of fortifying relationships with their partners or the desire to care for a child; whereas, other fathers may be inspired by societal pressures or an unadulterated love for their children (Marsiglio, Day, & Lamb, 2000). Skills and self-confidence comprise the second element. Low levels of father involvement may be the result of insufficient confidence in their ability as a father (e.g., Lamb et al., 1985; Sanderson & Thompson Sanders, 2002). In contrast to men, women tend to receive more training and skills for parenting through informal socialization activities such as babysitting. Another factor that may influence parental involvement with their children is that of support. Lamb et al. concluded that men who receive approval from spouses, relatives, and friends may spend more time interacting with their children. Institutional factors also influence men's

involvement with their children. That is, the amount of involvement a father performs may depend on the demands of his job and employer support for his involvement in parenting (Lamb et al., 1985).

In order to predict fathers' degree of involvement in the three global areas of fathering described by Lamb, it is important to examine determinants that may shape paternal behavior. Pleck (1997) underscores the idea that four factors (i.e., motivation, skills and self-confidence, support, and institutional factors) may interact with one another, or alternatively, these variables may cumulatively affect father involvement. For example, support may not influence paternal involvement for fathers who have high motivation for the parenting role.

Previous investigations have yielded support for many factors determining the level of involvement men have with their children. Increasingly, researchers are investigating the multi-dimensional aspects of fathering. Russell (1983) found that less demanding jobs, encouraging spouses, and less traditional masculinity ideology were correlated with higher paternal involvement. In addition, Sanderson and Thompson Sanders (2002) identified gender role beliefs, perceived skill at childcare, and maternal employment to be significantly related to aspects of fathering interaction. Baruch and Barnett (1981) found that fathers' increased participation in childcare duties was associated with nontraditional sex-role beliefs by mothers and fathers and maternal employment. Bonney, Kelley, and Levant (1999) found gender role ideology of parents, hours spent in paid employment by both parents, and marital satisfaction, were all correlated with father involvement. Conversely, Marsiglio (1991) did not find a significant relationship between mothers' and fathers' work schedules, number of hours

in paid employment, occupational status, income, and gender role beliefs and paternal involvement. Instead, he found child characteristics were better predictors of fathers' interaction with their children. More research needs to be conducted in order to determine and clarify factors that contribute to fathers' involvement with their children. In addition, the present study will utilize a multi-informant approach to examine whether marital satisfaction, career salience, work-family conflict, parental role beliefs, and parental self-efficacy (i.e., the degree to which a parent believes they are able to care for the child) play a role in paternal involvement in childrearing.

### *Marital Satisfaction*

Several researchers have identified relationships between marital satisfaction and father's participation in childcare. Bonney et al. (1999) reported higher levels of marital satisfaction were related to fathers' participation in childrearing. Similarly, Levy-Shiff and Israelashvili (1988) found marital satisfaction was positively correlated with fathers' participation in childcare. Other researchers have also found a positive relationship between marital satisfaction and paternal interaction with children (Jump & Haas, 1987; McBride & Mills, 1993). However, Nangle, Kelley, Fals-Stewart, and Levant (2003) found that for men, greater time in childcare was associated with lower levels of marital satisfaction. Russell (1983) also reported lower marital satisfaction was related to higher paternal involvement.

### *Career Salience and Work-Family Conflict*

Both descriptive and empirical evidence convey that work schedules and job accountability can require time and energy from parents and affect family life. Work-family conflict can be classified as either work interfering with family life or family

impeding work performance (Bernas & Major, 2000). Several authors have suggested that work may influence men's involvement with their children. For instance, Bonney et al. (1999) found the more hours men spent in paid employment outside the home per week, the less time they spent as their children's primary caregiver. Time spent with the children, however, was associated with the number of hours their wives worked outside the home per week, such that the more women worked outside the home, the greater percentage of time men served as their children's primary caregivers. Other studies have also shown that fathers who spend more time in their jobs usually participate less with their children (Feldman, Nash, & Aschenbrenner, 1983; Levy-Shiff & Israelashvili, 1988).

Fathers who are less emotionally attached to their jobs may spend more time with their children if they are able. On the other hand, fathers who are highly invested in and derive more of their self-worth from their careers may be less invested in fathering (Hochschild, 1997). Importantly, hours spent in paid employment may not differentiate men who are highly involved in versus men that are less involved in fathering (Pleck, 1997). Little research has examined career salience among fathers with young children as related to parental involvement.

### *Parental Role Beliefs*

Another factor that influences men's involvement with their children is their beliefs about fathering. Fathers who have less traditional parenting beliefs (i.e., they believe fathers should be very involved with their young children) report greater involvement than men with more traditional beliefs about fathering (e.g., Aldous, Mulligan, & Bjamason, 1998; Crouter, Perry-Jenkins, Huston, & McHale, 1987; Levy-

Shiff & Israelashvili, 1988; Minton & Parsley, 1996; Palkovitz, 1984). It is important to recognize that beliefs about the father's role may interact with other factors. For instance, Hoffman (1989) argued that men with more traditional views of fatherhood and who took greater responsibility for childcare reported higher levels of marital dissatisfaction when increased paternal responsibility was due to their wives' employment.

Women's beliefs about fathering also may influence their partners' involvement with children. Specifically, in families in which women reported more traditional gender role beliefs, fathers were less likely to be involved in childcare (Barnett & Baruch, 1987). In addition, national surveys have reported that a substantial percentage of mothers are satisfied with their husbands' participation in childcare and do not desire an increase in childcare involvement by fathers (Pleck, 1983). It is possible that women who derive much of their self-esteem from the motherhood role may feel threatened by increased father involvement (see Bonney et al., 1999 for a discussion).

### *Parental Self-Efficacy*

Considerable research has explored parenting self-efficacy (i.e., the degree to which one believes they are able to care for children's emotional and physical needs) in mothers. In previous research, mothers with high parental self-efficacy were shown to be more responsive and stimulating with their children (Donovan, 1981; Donovan & Leavitt, 1985; Unger & Waudersman, 1985). Donovan, Leavitt, and Walsh (1990) found that mothers who reported higher parenting self-efficacy were better able to address and comprehend infant cues. In addition, mothers who reported higher parenting self-efficacy were more involved and direct in parenting interactions (Mash & Johnston,

1983). Sanderson and Thompson Sanders (2002) found a positive relationship between fathers' perceived skill at childcare and paternal responsibility and engagement in childcare. Johnston and Mash (1989) found that both mothers and fathers who reported higher parenting self-efficacy perceived less child behavior problems. Hudson, Elek, and Fleck (2001) found, in comparison to mothers, fathers reported lower levels of self-efficacy in the degree to which they were able to care for their infants.

*Paternal Engagement, Accessibility, and Responsibility in Childcare*

The objective of the current investigation is to evaluate a number of variables that may impact the fathers' involvement with their preschool children. Although previous research has examined fathering as a unitary dimension, a number of leading researchers have called for investigators to broaden the definition and measurement of fathering (e.g., Cabrera et al., 2000). In the present research, a decision was made to examine the aforementioned variables as related to the three dimensions of fathering described by Lamb (e.g., responsibility, accessibility, and engagement).

Key differences have been established between dual-earner families and single-earner families (Volling & Belsky, 1991). Additionally, parents who depend on licensed childcare may differ from parents who utilize another form of childcare. Furthermore, younger children who are still dependent on their parents need more direct care compared to older children. Therefore, the present study surveyed dual-earner families with preschoolers in licensed childcare centers.

It was hypothesized that higher levels of career salience as reported by fathers would predict less paternal involvement in the areas of engagement, responsibility, and accessibility in comparison to fathers who reported lower levels of career salience.

Additionally, increased amounts of fathers' work-family conflict were hypothesized to predict less paternal involvement in engagement, responsibility, and accessibility.

Furthermore, more traditional beliefs about parental roles were expected to predict lower levels of father involvement in engagement, responsibility, and accessibility. It was also hypothesized that higher levels of marital satisfaction as reported by fathers would predict less paternal involvement in all three areas (i.e., responsibility, accessibility, and engagement). In addition, fathers who reported less self-efficacy in the parenting role were expected to report less involvement in responsibility, accessibility, and engagement with their young children as compared to fathers with higher parenting self-efficacy. Although hypotheses focused on fathers, speculation was also made concerning mothers' variables in analyses as well.



## CHAPTER II

### METHOD

#### *Participants*

The participants were 119 dual-income couples who resided together with a biological child between the ages of 1 and 4. Parents were instructed to report answers according to the youngest child when they had more than one child in the age range. Younger children were selected because they have less independence and have greater childcare needs than older children. To qualify for the study, both parents must have worked in paid employment and used one of several participating childcare centers in southeastern Virginia. Ethical guidelines in the treatment of participants were followed and approval was given from the College of Sciences College Committee on Human Subjects at Old Dominion University.

Demographic information is displayed in Table 1 and Table 2. The mean age of fathers was 35.1 years ( $SD = 6.6$ ; Range = 22 to 54). Educational level of the fathers was as follows: 3 (2.5%) had attended high school; 17 (14.3%) were high school graduates; 43 (36.1%) had attended college; 33 (27.7%) were college graduates; 13 (10.9%) held a master's degree; and 10 (8.4%) had completed a doctoral degree. Fathers' worked an average of 46.6 hours per week outside the home ( $SD = 10.0$ ; Range = 15 to 84). Number of hours worked per week was missing for 3 fathers. Ninety-seven (81.5%) men were White; 15 (12.6%) were African-American; 5 (4.2%) were Latino; 1 (0.8%) was Asian-American; and 1 (0.8%) reported his racial/ethnic identity as other.

Mothers ( $n = 118$ ) had a mean age of 34.0 years ( $SD = 6.2$ ; Range = 22 to 54).

Table 1

*Means, Standard Deviations, and Range for Fathers' and Mothers' Demographic Variables*

| Variable                     | <i>M</i> | <i>SD</i> | <i>Range</i> |
|------------------------------|----------|-----------|--------------|
| Father Age                   | 35.07    | 6.56      | 22 – 54      |
| Mother Age                   | 34.02    | 6.19      | 22 – 54      |
| Years Married                | 7.32     | 4.60      | 0 – 23       |
| Hours Worked Per/Wk (Father) | 46.55    | 9.99      | 15 – 84      |
| Hours Worked Per/Wk (Mother) | 38.67    | 9.46      | 6 – 80       |
| Job Demandingness (Father)   | 4.00     | .96       | 1 – 5        |
| Job Demandingness (Mother)   | 3.67     | 1.02      | 1 – 5        |

*Note.* Job Demandingness = 1) Not at all Demanding, to 5) Very Demanding.

Table 2

*Frequencies and Percentiles for Fathers' and Mothers' Demographic Variables*

| Variable                               | Frequency | Percent |
|--|-----------|---------|
| Father Race/Ethnicity                  |           |         |
| Asian-American                         | 1         | .8      |
| African-American                       | 15        | 12.6    |
| Hispanic/Latino                        | 5         | 4.2     |
| Caucasian                              | 97        | 81.5    |
| Other                                  | 1         | .8      |
| Mother Race/Ethnicity                  |           |         |
| American Indian/Alaska native          | 2         | 1.7     |
| Asian-American                         | 2         | 1.7     |
| African-American                       | 15        | 12.6    |
| Hispanic/Latino                        | 2         | 1.7     |
| Native Hawaiian/Other Pacific Islander | 1         | .8      |
| Caucasian                              | 95        | 79.8    |
| Other                                  | 2         | 1.7     |
| Father Education                       |           |         |
| Some High School                       | 3         | 2.5     |
| High School Graduate                   | 17        | 14.3    |
| Some College                           | 43        | 36.1    |
| College Degree                         | 26        | 21.8    |
| Some Graduate School                   | 7         | 5.9     |
| Masters Degree                         | 13        | 10.9    |
| Doctorate/Professional Degree          | 10        | 8.4     |
| Mother Education                       |           |         |
| Some High School                       | 0         | 0       |
| High School Graduate                   | 6         | 5.0     |
| Some College                           | 41        | 34.5    |
| College Degree                         | 36        | 30.3    |
| Some Graduate School                   | 7         | 5.9     |
| Masters Degree                         | 16        | 13.4    |
| Doctorate/Professional Degree          | 13        | 10.9    |
| Marital Status                         |           |         |
| Married                                | 113       | 92.9    |
| Cohabiting                             | 6         | 7.1     |
| Number of Children                     |           |         |
| 1                                      | 51        | 42.9    |
| 2                                      | 53        | 44.0    |
| 3                                      | 10        | 8.3     |
| 4                                      | 5         | 4.8     |

One mother did not disclose her age. The educational level of mothers was as follows: 6 (5.0%) completed high school; 41 (34.5%) had attended college; 43 (36.2%) were college graduates; 16 (13.4%) held a master's degree; and 13 (10.9%) had completed a doctoral degree. Mothers worked an average of 38.7 hours outside the home ( $SD = 9.4$ ; Range = 6 to 80). One mother did not report the number of hours worked outside the home. Ninety-five (79.8%) mothers were White; 15 (12.6%) were African-American; 2 (1.7%) reported ethnicities as American-Indian or Alaskan native; 2 (1.7%) were Asian-American; 2 (1.7%) were Hispanic or Latino; 1 (0.8%) reported ethnicity as Native Hawaiian or other Pacific Islander; and 2 (1.7%) specified racial/ethnic backgrounds as other. Median family income was \$75,000 per year ( $SD = \$57,527$ ; Range = \$25,000 to \$500,000). Income information was missing for 22 couples.

The sample consisted of 113 married couples and 6 cohabitating couples. The mean length of the marriage/relationship ( $n = 116$ ) was 7.3 years ( $SD = 4.6$ ). All couples were residing together and with their children at the time of the study. Sixty-eight (57.1%) of the couples had 2 or more children; 51 (42.9%) had one child. Couples with more than one child in the selected age range were asked to answer the questions as they pertained to their youngest child. Mean age of the target child was 2.6 years ( $SD = 1.0$  year). All children were the biological offspring of the couples who participated in the study. Sixty-seven (56.3 %) children were girls and 52 (43.7%) were boys.

### *Overview of Measures*

Both mothers and fathers completed seven questionnaires that accessed factors hypothesized to predict paternal involvement. The questionnaires assessed the degree to which fathers are involved in the care of their young children, parental beliefs about

fathering, work-family conflict, career salience, marital satisfaction, and parenting self-efficacy.

### *Measures*

Survey packets consisted of a cover letter explaining the study and the following seven questionnaires.

*Paternal index of childcare inventory (PICCI).* A version of Radin's PICCI questionnaire (Radin & Goldsmith, 1985) that was modified and used in a study by Nangle et al. (2003) was used to assess paternal responsibility, engagement, and accessibility. Specifically, the modified version of the PICCI used is a combination of original PICCI items, items from McBride's Paternal Responsibility Scale (McBride & Mills, 1993), and additional items developed to access aspects of paternal involvement with young children. The total scale consisted of 40 items (18 Responsibility, 12 Engagement, and 12 Accessibility items). Sample items from the Responsibility scale include: "Buys child clothes" and "Determines appropriate activities for the child". Sample statements assessing paternal Accessibility are: "Monitors child while he/she is playing" and "Is available to the child if he/she becomes upset". Sample items measuring Engagement are: "Bathes the child" and "Reads to child". Respondents answered each item using the following 5-point scale: 1) Mother always does, to 5) Father always does.

One item was deleted from the Accessibility subscale in order to increase the reliability coefficient for this scale. Alphas for fathers and mothers were .86 and .89 on the Responsibility subscale, .81 and .85 for the Engagement subscale, and .78 for the Accessibility subscale. Alphas were comparable to those reported by Nangle and associates (2003).

*Beliefs concerning the parental role scale (BCPR).* The BCPR (Bonney, 1997) consists of 26 items that assess parents' beliefs regarding appropriate roles of mothers and fathers in the care of young children (Nangle et al., 2003). Statements such as "It is important for a father to spend quality time (one to one) with his children every day" and "It is more important for a mother rather than a father to stay home with an ill child" were rated on a scale from: 1) Agree Strongly, to 5) Disagree Strongly.

Higher scores indicate more liberal (i.e., less traditional) views of men's involvement with children. Alphas for the present study were .84 for fathers and .75 for mothers. In a study assessing determinants of fathers' involvement with children, Bonney et al. (1999) reported alphas of .87 for fathers and .80 for mothers.

*Work-family conflict (W-F).* The W-F conflict scale (Kopelman, Greenhaus, & Connelly, 1983) measures the amount of interference between work and family. Participants rated items such as "After work, I come home too tired to do some of the things I'd like to do" on a 5-point scale from: 1) Strongly Disagree, to 5) Strongly Agree. The first two items assessed the amount of interference from family to work and the last two items measured the amount of interference from work to family.

Reliability coefficients for the total scale were low: .51 for fathers and .57 for mothers, respectively. Alphas were higher for fathers' family to work interference and mothers' work to family interference, .67 and .62 respectively. Thus, subsequent analyses only examined the family to work interference subscale as related to men's involvement in fathering. Reliability coefficients corresponded to those of Nangle et al. (2003).

*Career salience scale (CSS).* The CSS (Greenhaus, 1971) measures the significance of work and career in a person's life. The scale consists of 6 items that are rated on a scale ranging from: 1) Strongly Disagree, to 5) Strongly Agree. A sample item is, "I enjoy thinking about and making plans about my future career." The current study dropped one item from the scale to improve reliability. In the present study, alphas were .66 for fathers and .59 for mothers, respectively. Previous studies have reported alphas of .81 for the CSS (Greenhaus, 1971, 1973; Greenhaus & Simon, 1977).

*Kansas marital satisfaction scale (KMS).* The 3-item KMS (Schumm et al., 1986) assesses an individual's satisfaction with their spouse, marriage, and relationship in general with their significant other. Items are scored from: 1) Extremely Dissatisfied, to 7) Extremely Satisfied. A sample item is, "How satisfied are you with your marriage?" Alphas were .96 both for mothers and fathers. Bonney et al. (1999) and Nangle et al. (2003) also documented high alphas for the KMS.

*Parenting sense of competence scale (PSOC).* The PSOC scale (Gibaud-Wallston & Wandersman, 1978) measures both parental satisfaction and parental self-efficacy. Nine of the items assess parental satisfaction (e.g., "Being a parent makes me tense and anxious"-reversed scored). Seven items assess parental self-efficacy (e.g., "I meet my own personal expectations for expertise in caring for my child"). Items were rated from: 1) Strongly Agree, to 6) Strongly Disagree.

Reliability coefficients for the Satisfaction subscale were .81 for fathers and .77 for mothers. The alphas for the Self-Efficacy subscale were .75 for fathers and .80 for mothers. Alphas for the PSOC scale were .82 for fathers and .81 for mothers, respectively. Comparable reliability coefficients have been documented by several

researchers (e.g., Cutrona & Troutman, 1986; Gibaud-Wallston & Wandersman, 1978; Johnston & Mash, 1989).

*Demographic questionnaire.* Questionnaires measuring demographic information assessed parental age, education, number of children, and employment information. In addition, to provide information that was comparable to previous research assessing fathers' involvement with children in their homes, each parent completed a question that assessed the percentage of time they spent as the child's primary caregiver and the percentage of time their partner spent as the child's primary caregiver.

#### *Procedure*

For all but four of the participating childcare centers, the following procedure was executed. A survey packet of questionnaires including a description of the study was placed in the cubby of each child in the specified age range attending the participating childcare centers. A coloring book was attached to the front of packets for incentive purposes. Participant recruitment flyers were distributed at the four daycare centers where policies restricted the placement of survey packets inside children's cubbies. Interested parents with at least one child between the ages of one and four were then given a packet of questionnaires by daycare staff to take home and complete. Parents were instructed to answer the questionnaires separately from one another and then seal the questionnaires in the provided envelopes for each parent. Parents then placed the two separate envelopes into a large envelope that was provided and returned the completed surveys to the childcare center. Mothers and fathers were instructed not to write their names on any of the questionnaires in order to maintain anonymity. Reminder flyers with a piece of candy attached were sent home to parents one week after placing the



packets in the children's cubbies. The reminder flyer was not distributed to the four daycare centers that restricted distribution of items in children's cubbies.

A total of 997 packets of surveys were distributed in participating childcare centers. One hundred nineteen usable packets were completed and returned. An additional thirty-three packets were returned but did not qualify to be included in the study (i.e., parents did not reside together at the time of the survey, only one parent completed the survey, and so forth).

## CHAPTER III

### RESULTS

As expected, more hours worked by men per week, the less involved men were in all aspects of parenting examined. Findings from the present study also demonstrated that fathers spend a larger percentage of time as their child's primary caregiver than in the past (see Levant, 1992 for a discussion). On average, fathers reported being the child's primary caregiver 42% of the time, whereas mothers reported that fathers were the child's primary caregiver 40% of the time. Similarly, in a study conducted by Nangle and associates (2003), fathers reported being the child's primary caregiver 46% of the time and mothers reported that fathers were the child's primary caregiver somewhat less at 37% of the time.

Fathers' reported themselves being slightly more involved in all childcare activities (i.e., responsibility, engagement, and accessibility) than reports given by mothers on paternal involvement in childcare (see Table 3.). Reports of involvement by mothers and fathers are comparable to reports given by mothers and fathers in a similar sample documented by Nangle and colleagues (2003).

Samples from the present study and the study conducted by Nangle et al., (2003) were obtained from predominately white and upper middle class locations in southeastern Virginia. According to census information for the two cities sampled, Caucasians comprise 71.4% and 66.9% of the population whereas African Americans encompass 19% and 28.5% of the population (American FactFinder). The sample from the present study is similar to national averages for race which include 75.1% of the population being Caucasian and 12.3% of the population being African American (American FactFinder).

The current sample consisted of 80.7% Caucasian and 12.6% African American.

Moreover, the current sample had a larger median income (\$75,000) in comparison to the national median income for families (\$50,046) reported in the 2000 census (American FactFinder).

### *Preliminary Analysis*

*Data preparation.* A power analysis indicated that a sample size of 130 couples would be ideal when conducting the multiple regressions. Although the number of couples ( $N = 119$ ) does not meet the power analysis recommendation, the total number of participants ( $N = 222$ ; 111 mothers, 111 fathers) meets the predetermined amount for the number of predictor variables as recommended by Tabachnick and Fidell (2001).

Descriptive statistics were conducted prior to inferential statistics for the purpose of establishing whether any data was missing, to identify possible mistakes in coding or data entry, to examine for the presence of any outliers, and to determine if data were normally distributed. There was little missing data (less than 5%) for all variables except for fathers' and mothers' scores on the Kansas Marital Satisfaction scale, fathers' and mothers' scores on the Parenting Sense of Competence scale, and mothers' reports of paternal responsibility, engagement, and accessibility. In order to determine whether missing data affected the overall pattern of results, analyses were performed twice: once with and without replacing missing data with mean scores. The overall pattern of findings was not affected by the replacement of data. A decision was made to report the results of statistical analyses without replacing missing data with mean scores.

*Overview of data analysis.* Six regression analyses were conducted in order to examine the degree to which the various factors in the present study predicted fathers'

Table 3.

*Mean Scores of Fathers and Mothers on Measures Utilized in the Study*

| Measure        | Father       | Mother      |
|----------------|--------------|-------------|
| PICCI          |              |             |
| Responsibility | 44.5 (8.4)   | 40.2 (9.3)  |
| Engagement     | 33.9 (4.8)   | 32.1 (5.1)  |
| Accessibility  | 23.3 (3.6)   | 21.7 (3.7)  |
| BCPR           | 109.7 (10.9) | 112.8 (8.8) |
| W-F            |              |             |
| Family to Work | 4.2 (1.7)    |             |
| Work to Family |              | 6.9 (1.9)   |
| CSS            | 9.0 (2.5)    | 8.4 (2.2)   |
| KMS            | 17.1 (4.2)   | 17.1 (3.7)  |
| PSOC           |              |             |
| Self-Efficacy  | 29.5 (5.0)   | 29.8 (6.0)  |
| Satisfaction   | 39.9 (6.9)   | 39.5 (6.6)  |

*Note.* PICCI = Paternal Index of Child Care Inventory, BCPR = Beliefs Concerning the Parental Role scale, W-F = Work-Family conflict scale, CSS = Career Salience Scale, KMS = Kansas Marital Satisfaction scale, PSOC = Parenting Sense of Competence Scale.

involvement (i.e., engagement, responsibility, and accessibility) with their young children. Mothers' and fathers' variables were analyzed separately. Also, two regression analyses were performed on mothers' and fathers' reports of the percentage of time that fathers served as the child's primary caregiver.

Prior to data analyses, multicollinearity, singularity, and homoscedasticity were examined. Pearson product-moment correlations among predictor variables indicated that multicollinearity and singularity were not a problem (see Table 4). However, due to the high correlations between Parenting Sense of Competence and the subscales of parenting Satisfaction ( $r_s = .88$  and  $.83$  for fathers and mothers, respectively) and parenting Self-Efficacy ( $r_s = .75$  and  $.79$  for fathers and mothers, respectively), results for the total Parenting Sense of Competence Scale are not reported. Instead, only the subscales (i.e., parenting Satisfaction and parenting Self-Efficacy) of the Parenting Sense of Competence Scale were included in the following analyses since the total scale did not yield independent information.

#### *Correlations Among the Predictor Variables*

Results of the correlational analyses revealed that the more liberal fathers' beliefs concerning the parental role, the greater satisfaction they reported in the parental role,  $r(118) = .30, p < .01$ . Fathers' satisfaction in the parental role was also significantly related to fathers' perceived family to work interference,  $r(118) = -.36, p < .01$ . That is, the less family to work interference in fathers' lives, the more satisfied they were in the parental role. Similarly, mothers' reports of work to family interference were significantly associated with their parenting satisfaction,  $r(118) = -.26, p < .01$ . Mothers who perceived less interference from work to family found more satisfaction in their

Table 4

*Correlations Among Predictor Variables*

|     | FH   | MH    | FB    | FWF    | FC   | FM    | FS    | FE   | MB   | MWF    | MC   | MM   | MS    | ME   |
|-----|------|-------|-------|--------|------|-------|-------|------|------|--------|------|------|-------|------|
| FH  | 1.00 |       |       |        |      |       |       |      |      |        |      |      |       |      |
| MH  | .04  | 1.00  |       |        |      |       |       |      |      |        |      |      |       |      |
| FB  | -.07 | .15   | 1.00  |        |      |       |       |      |      |        |      |      |       |      |
| FWF | -.02 | .15   | -.07  | 1.00   |      |       |       |      |      |        |      |      |       |      |
| FC  | .18  | .03   | .05   | .09    | 1.00 |       |       |      |      |        |      |      |       |      |
| FM  | -.08 | -.01  | .03   | .00    | -.06 | 1.00  |       |      |      |        |      |      |       |      |
| FS  | -.03 | -.01  | .30** | -.36** | .10  | .08   | 1.00  |      |      |        |      |      |       |      |
| FE  | .05  | .19*  | .16   | -.08   | .10  | .21*  | .34** | 1.00 |      |        |      |      |       |      |
| MB  | .01  | .26** | .17   | -.05   | -.02 | -.10  | .05   | .03  | 1.00 |        |      |      |       |      |
| MWF | .01  | .18*  | .07   | .03    | -.10 | -.04  | -.12  | -.10 | -.03 | 1.00   |      |      |       |      |
| MC  | -.08 | .25** | .04   | .04    | .19* | -.09  | -.12  | -.03 | -.11 | -.09   | 1.00 |      |       |      |
| MM  | -.00 | .07   | -.04  | .00    | -.06 | .51** | .10   | .14  | -.02 | -.05   | -.03 | 1.00 |       |      |
| MS  | -.11 | .00   | .10   | .05    | -.03 | .13   | .25** | .08  | .04  | -.26** | -.01 | .19* | 1.00  |      |
| ME  | -.01 | .09   | -.12  | -.17   | -.16 | -.02  | .07   | .23* | -.16 | -.09   | .14  | .08  | .32** | 1.00 |

*Note.* FH = Fathers' hours worked/week, MH = Mothers' hours worked/week, FB = Fathers' scores on Beliefs Concerning the Parental Role scale, FWF = Fathers' score on Work-Family Conflict scale, FC = Fathers' scores on Career Salience scale, FM = Fathers' scores on Kansas Marital Satisfaction scale, MB = Mothers' scores on parenting satisfaction scale, FE = Fathers' scores on parenting self-efficacy scale, MC = Mothers' scores on Beliefs Concerning the Parental Role scale, MWF = Mothers' scores on Work-Family Conflict scale, MM = Mothers' scores on Career Salience scale, MM = Mothers' scores on Kansas Marital Satisfaction scale, MS = Mothers' scores in parenting satisfaction scale, ME = Mothers' scores on parenting self-efficacy scale.

\* $p < .05$ , \*\* $p < .01$

roles as parents. In addition, the greater satisfaction mothers reported in their marriages, the more satisfied they were in the parental role,  $r(113) = .19, p < .05$ . In contrast to mothers, fathers' marital satisfaction and men's satisfaction in the parenting role were not significantly correlated.

Fathers' and mothers' reports of career salience were significantly correlated,  $r(118) = .19, p < .05$ . Also, as expected fathers' and mothers' marital satisfaction scores were positively and significantly associated,  $r(112) = .51, p < .01$ . In addition, the more satisfied fathers were in the marriage, the greater confidence they reported in their abilities to care for their children,  $r(113) = .21, p < .05$ . Fathers' self-efficacy in parenting was also significantly related to the number of hours mothers worked outside the home,  $r(117) = .19, p < .05$ . Specifically, the more hours mothers worked outside the home per week, the higher fathers' self-efficacy in the parental role.

As with previous research, the more hours mothers worked outside the home, the less traditional their beliefs concerning the father's role in childcare,  $r(117) = .26, p < .01$ . The number of hours mothers worked outside the home was also significantly associated with mothers' reports of work to family interference and career salience,  $r(117) = .18, p < .05$  and  $r(117) = .25, p < .01$ , respectively. Mothers who worked more hours outside the home experienced greater interference from work to family and reported higher career salience (i.e., their careers were more important).

Fathers' reports of parenting satisfaction and self-efficacy were positively and significantly correlated,  $r(118) = .34, p < .01$ . Likewise, mothers' reports of parenting satisfaction and parenting self-efficacy were positively and significantly related,  $r(118) = .32, p < .01$ . Mothers' and fathers' parenting satisfaction scores were also significantly

and positively associated,  $r(118) = .25, p < .01$ . Parenting self-efficacy for both parents was positively and significantly correlated as well,  $r(118) = .23, p < .05$ .

*Correlations Among Partners' Reports of Responsibility, Engagement, and Accessibility*

The intercorrelations among reports of fathers' responsibility, engagement, and accessibility by fathers and mothers are presented in Table 5. Fathers' and mothers' reports were moderately correlated for each subscale of paternal involvement ( $r_s = .63, .63$ , and  $.49$  for responsibility, engagement, and accessibility, respectively). As can be seen in the table, fathers' and mothers' reports of the percentage of time fathers' served as the child's primary caregiver were positively and significantly related,  $r(118) = .61, p < .01$ .

*Correlations Among the Predictor Variables and Paternal Involvement*

Table 6 shows the correlations among the predictor variables and paternal responsibility, engagement, accessibility, and the percentage of time fathers spent as the primary caregiver. The number of hours fathers worked outside the home was significantly and negatively correlated with fathers' reports of responsibility,  $r(115) = -.23, p < .05$ . Similarly, the more hours fathers worked outside the home per week, the less responsibility men took for childcare, the less time they were available to their children but not directly involved with the child, and the lower men's level of engagement with their children as reported by mothers ( $r_s = -.27, -.19$ , and  $-.20$  for responsibility, engagement, and accessibility, respectively). In addition, the number of hours mothers worked outside the home was significantly and positively related to fathers' reports of responsibility,  $r(117) = .28, p < .01$ , and mothers' reports of fathers' responsibility and accessibility,  $r(117) = .27, p < .01$  and  $r(118) = .19, p < .05$ , respectively. Also, number of



Table 5

*Correlations Among Partners' Reports of Responsibility, Engagement, and Accessibility*

|        | FRESP | FENG  | FACC  | MRESP | MENG  | MACC  | FCARE | MFCARE |
|--------|-------|-------|-------|-------|-------|-------|-------|--------|
| FRESP  | 1.00  |       |       |       |       |       |       |        |
| FENG   | .50** | 1.00  |       |       |       |       |       |        |
| FACC   | .45** | .77** | 1.00  |       |       |       |       |        |
| MRESP  | .63** | .30*  | .19*  | 1.00  |       |       |       |        |
| MENG   | .28*  | .63** | .39** | .54** | 1.00  |       |       |        |
| MACC   | .33** | .53** | .49** | .52** | .77** | 1.00  |       |        |
| FCARE  | .65** | .66** | .63** | .44** | .39*  | .54** | 1.00  |        |
| MFCARE | .50** | .49** | .41** | .58** | .57** | .67** | .61** | 1.00   |

*Note.* FRESP = Fathers' reports of own responsibility in childcare activities, FENG = Fathers' reports of own engagement in childcare activities, FACC = Fathers' reports of own accessibility to children, MRESP = Mothers' reports of fathers responsibility in childcare activities, MENG = Mothers' reports of fathers engagement in childcare activities, MACC = Mothers' reports of fathers accessibility to children.

\* $p < .05$ , \*\* $p < .01$ .

Table 6

*Correlations Among Predictor Variables and Reports of Paternal Involvement*

|     | FRESP | FENG  | FACC   | MRESP  | MENG  | MACC  | MFCARE | FCARE |
|-----|-------|-------|--------|--------|-------|-------|--------|-------|
| FH  | -.23* | -.09  | -.03   | -.27** | -.19* | -.20* | -.16   | -.11  |
| FB  | .34** | .26** | .16    | .27**  | .14   | .18*  | .24**  | .29** |
| FWF | .17   | .08   | -.01   | -.01   | .01   | -.16  | .06    | -.02  |
| FC  | .19*  | .09   | -.01   | .12    | .00   | .02   | .04    | .01   |
| FM  | -.02  | .08   | -.04   | .19*   | .26** | .24** | .21*   | -.06  |
| FS  | .12   | .16   | .16    | .12    | .04   | .14   | .17    | .12   |
| FE  | .23*  | .30** | .24**  | .14    | .13   | .15   | .23*   | .30** |
| MH  | .28** | .12   | .16    | .27**  | .12   | .19*  | .39**  | .38** |
| MB  | -.01  | -.00  | .00    | .16    | .15   | .13   | .19*   | .03   |
| MWF | .06   | .09   | .09    | .01    | .03   | .08   | .13    | .21*  |
| MC  | .16   | .01   | -.02   | .17    | -.02  | -.01  | .08    | .14   |
| MM  | -.12  | -.10  | -.25** | .25**  | .31** | .24** | .29**  | -.07  |
| MS  | .03   | -.01  | -.09   | .07    | .08   | .05   | .08    | .02   |
| ME  | -.11  | .01   | .06    | -.12   | .02   | .04   | -.06   | .09   |

*Note.* FRESP = Fathers' reports of own responsibility in childcare activities, FENG = Fathers' reports of own engagement in childcare activities, FACC = Fathers' reports of own accessibility to children, MRESP = Mothers' reports of fathers responsibility in childcare activities, MENG = Mothers' reports of fathers engagement in childcare activities, MACC = Mothers' reports of fathers accessibility to children, MFCARE = Mothers' reports of the percentage of time that fathers spend as the primary caregiver, FCARE = Fathers' reports of the percentage of time that he spends as the primary caregiver, FH = Number of hours fathers worked/week, FB = Fathers' scores on Beliefs Concerning the Parental Role scale, FWF = Fathers' scores on Work-Family Conflict scale, FC = Fathers' scores on Career Salience scale, FM = Fathers' scores on Kansas Marital Satisfaction scale, FS = Fathers' scores on parenting satisfaction scale, FE = Fathers' scores on parenting self-efficacy scale, MH = Number of hours mothers worked/week, MB = Mothers' scores on Beliefs Concerning the Parental Role scale, MWF = Mothers' scores on Work-Family Conflict scale, MC = Mothers' scores on Career Salience scale, MM = Mothers' scores in Kansas Marital Satisfaction scale, MS = Mothers' scores on parenting satisfaction scale, ME = Mothers' scores on parenting self-efficacy scale.

\* $p < .05$ , \*\* $p < .01$

hours mothers worked outside the home per week was positively and significantly correlated with the percentage of time fathers spent as primary caregivers as reported both by mothers,  $r(117) = .39, p < .01$ , and fathers,  $r(117) = .38, p < .01$ .

More liberal beliefs about the parenting role as reported by fathers was positively and significantly associated with fathers' reports of responsibility and engagement ( $r_s = .34$  and  $.26$ , respectively) as well as with mothers' reports of fathers' responsibility and accessibility ( $r_s = .27$  and  $.18$ , respectively). In addition, the less traditional fathers' beliefs concerning the parenting role, the greater the percentage of time fathers served as primary caregivers as reported by both parents ( $r_s = .29$  and  $.24$  for fathers and mothers, respectively).

Career salience as reported by fathers was positively and significantly related to fathers' reports of responsibility,  $r(118) = .19, p < .05$ . Mothers' reports of career salience were not significantly related to any of the fathering dimensions. However, mothers' perceived interference from work to family was positively and significantly correlated with fathers' reports of the percentage of time spent as their children's primary caregivers,  $r(118) = .21, p < .05$ . That is, women's reports of greater work to family conflict were significantly and positively associated with women's reports of fathers' time as the child's primary caregiver. Work-family conflict as reported by fathers was not significantly associated with paternal involvement.

Fathers' marital satisfaction was significantly and positively related to mothers' reports of all paternal involvement variables and the percentage of time fathers served as primary caregiver ( $r_s = .19, .26, .24$ , and  $.21$ , for responsibility, engagement, accessibility, and percentage of time, respectively). Similarly, mothers' marital

satisfaction was positively and significantly associated with mothers' reports of all fathering dimensions and the percentage of time fathers spent as their children's primary caregiver ( $r_s = .25, .31, .24, .29$ , for responsibility, engagement, accessibility, and percentage of time, respectively). Interestingly, mothers' marital satisfaction was negatively and significantly correlated with fathers' reports of accessibility,  $r(113) = -.25$ ,  $p < .01$ .

Fathers' reports of self-efficacy in the parental role was significantly and positively related to fathers' reports of all fathering dimensions ( $r_s = .23, .30, .24$ , for responsibility, engagement, and accessibility, respectively). Also, the higher the fathers' self-efficacy in the parenting role, the greater percentage of time both parents reported fathers spent as their children's primary caregiver,  $r(118) = .30$ ,  $p < .01$  as reported by fathers, and  $r(118) = .23$ ,  $p < .05$  as reported by mothers.

However, not all predictor variables were correlated with the paternal involvement variables. The number of hours fathers worked outside the home per week ( $r = -.23$ ,  $df = 115$ ), fathers' reports of beliefs concerning the parental role ( $r = .34$ ,  $df = 118$ ), fathers' career salience ( $r = .19$ ,  $df = 118$ ), fathers' self-efficacy in the parental role ( $r = .23$ ,  $df = 118$ ), and number of hours mothers worked outside the home per week ( $r = .28$ ,  $df = 117$ ) were the only variables significantly related to fathers' reports of paternal responsibility. Fathers' beliefs concerning the parental role ( $r = .26$ ,  $df = 118$ ) and fathers' parenting self-efficacy ( $r = .30$ ,  $df = 118$ ) were the only variables significantly associated with fathers' reports of paternal engagement in childcare. Fathers' self-efficacy in the parental role ( $r = .24$ ,  $df = 118$ ) and mothers' marital satisfaction ( $r = -.25$ ,  $df = 113$ ) were the variables significantly related to fathers' reports of paternal

accessibility. Number of hours fathers worked outside the home per week ( $r = -.27$ ,  $df = 115$ ), fathers' reports of beliefs concerning the parental role ( $r = .27$ ,  $df = 118$ ), fathers' marital satisfaction ( $r = .19$ ,  $df = 113$ ), number of hours mothers worked outside the home per week ( $r = .27$ ,  $df = 117$ ), and mothers' marital satisfaction ( $r = .25$ ,  $df = 113$ ) were significantly correlated with mothers' reports of paternal responsibility in childcare. Number of hours fathers worked outside the home per week ( $r = -.19$ ,  $df = 115$ ), fathers' marital satisfaction ( $r = .26$ ,  $df = 113$ ), and mothers' marital satisfaction ( $r = .31$ ,  $df = 113$ ) were the variables significantly associated with mothers' reports of paternal engagement. Number of hours fathers worked outside the home per week ( $r = -.20$ ,  $df = 115$ ), fathers' beliefs concerning the parental role ( $r = .18$ ,  $df = 118$ ), fathers' marital satisfaction ( $r = .24$ ,  $df = 113$ ), number of hours mothers worked outside the home per week ( $r = .19$ ,  $df = 117$ ), and mothers' marital satisfaction ( $r = .24$ ,  $df = 113$ ) were the predictors significantly related to mothers' reports of paternal accessibility in childcare. Fathers' reports of beliefs concerning the parental role ( $r = .29$ ,  $df = 118$ ), fathers' parenting self-efficacy ( $r = .30$ ,  $df = 118$ ), number of hours mothers worked outside the home per week ( $r = .38$ ,  $df = 117$ ), and mothers' reports of interference from work to family ( $r = .21$ ,  $df = 118$ ) were the variables significantly correlated with fathers' reports of the percentage of time fathers served as their children's primary caregiver. Similarly, fathers' beliefs concerning the parental role ( $r = .24$ ,  $df = 118$ ), fathers' marital satisfaction ( $r = .21$ ,  $df = 113$ ), fathers' self-efficacy in the parental role ( $r = .23$ ,  $df = 118$ ), number of hours mothers worked outside the home per week ( $r = .39$ ,  $df = 117$ ), mothers' reports of beliefs concerning the parental role ( $r = .19$ ,  $df = 118$ ), and mothers' marital satisfaction ( $r = .29$ ,  $df = 113$ ) were the variables significantly associated with the

percentage of time fathers spent as their children's primary caregiver as reported by mothers. Following the guidelines of Tabachnick and Fidell (2001), only the predictor variables that were significantly related to the criterion were entered into the multiple regressions.

### *Results of Regression Analyses*

As presented in Table 7, together the variables accounted for 24% of the variance in fathers' reports of the responsibility they took in childcare,  $F(5,109) = 8.19, p < .001, R = .52, Adj. R^2 = .24$ . The number of hours fathers worked outside the home per week, fathers' beliefs concerning the parental role, fathers' career salience, fathers' reports of parenting self-efficacy, and number of hours mothers worked outside the home per week were entered into the equation. The following variables significantly predicted paternal responsibility as reported by fathers: number of hours fathers worked outside the home ( $\beta = -.25, sr_i^2 = .06$ ), fathers' reports of beliefs concerning the parental role ( $\beta = .28, sr_i^2 = .08$ ), and number of hours mothers worked outside the home ( $\beta = .21, sr_i^2 = .04$ ).

Fathers' beliefs concerning the parental role and fathers' reports of parenting self-efficacy were significantly correlated with fathers' reports of engagement in childcare and thus entered into the equation. Collectively, the variables accounted for 12% of the variance in fathers' reports of engagement in childcare,  $F(2,116) = 9.12, p < .001, R = .37, Adj. R^2 = .12$ . The strongest predictor of paternal engagement (i.e., direct one-on-one time in childcare) was fathers' reports of parenting self-efficacy ( $\beta = .26, sr_i^2 = .07$ ).

Fathers' beliefs concerning the parental role also significantly predicted paternal engagement as reported by fathers ( $\beta = .22, sr_i^2 = .05$ ), such that men who reported less traditional beliefs regarding the fathers' role in parenting reported higher levels of

Table 7

*Results of Regression Analyses Predicting Fathers' Reports of Paternal Involvement and Percentage of Time as the Child's Primary Caregiver*

| Variable                                  | $\beta$ | R   | R <sup>2</sup> | Adj. R <sup>2</sup> | F        | $sr_i^2$ |
|---|---------|-----|----------------|---------------------|----------|----------|
| Fathers' Reports of:                      |         |     |                |                     |          |          |
| Responsibility                            |         | .52 | .27            | .24                 | 8.19***  |          |
| FH  | -.25**  |     |                |                     |          | .06      |
| FB  | .28**   |     |                |                     |          | .08      |
| FC  | .15     |     |                |                     |          | .02      |
| FE  | .15     |     |                |                     |          | .02      |
| MH  | .21*    |     |                |                     |          | .04      |
| Engagement                                |         | .37 | .14            | .12                 | 9.12***  |          |
| FB  | .22*    |     |                |                     |          | .05      |
| FE  | .26**   |     |                |                     |          | .07      |
| Accessibility                             |         | .39 | .15            | .14                 | 10.13*** |          |
| FE  | .31**   |     |                |                     |          | .09      |
| MM  | -.29**  |     |                |                     |          | .08      |
| % of Time as Child's<br>Primary Caregiver |         | .52 | .27            | .24                 | 10.36*** |          |
| FB  | .20*    |     |                |                     |          | .04      |
| FE  | .23*    |     |                |                     |          | .05      |
| MH  | .28**   |     |                |                     |          | .07      |
| MWF                                       | .16     |     |                |                     |          | .03      |

*Note.* FH = Fathers' hours worked/week, FB = Fathers' scores on Beliefs Concerning the Parental Role scale, FC = Fathers' scores on Career Salience scale, FE = Fathers' scores on Parenting Self-Efficacy scale, MH = Mothers' hours worked/week, MM = Mothers' scores on Kansas Marital Satisfaction scale, MWF = Mothers' scores on Work-Family Conflict scale.

\* $p < .05$ , \*\* $p < .01$ , \*\*\* $p < .001$ .

engagement.

The regression predicting father accessibility as reported by fathers was statistically significant,  $F(2,111) = 10.13, p < .001, R = .39, Adj. R^2 = .14$ ; together the variables accounted for 14% of the variance. Both fathers' reports of parenting self-efficacy ( $\beta = .31, sr_i^2 = .09$ ) and mothers' reports of marital satisfaction ( $\beta = -.29, sr_i^2 = .08$ ) were significant predictors of paternal accessibility as reported by fathers.

As shown in Table 8, collectively, the variables accounted for 21% of the variance in mothers' reports of paternal responsibility,  $F(5,103) = 6.71, p < .001, R = .50, Adj. R^2 = .21$ . Number of hours fathers worked outside the home per week, fathers' beliefs concerning the parental role, fathers' reports of marital satisfaction, number of hours mothers worked outside the home per week, and mothers' reports of marital satisfaction were entered into the equation. The following variables were significant predictors of paternal responsibility as reported by mothers: number of hours fathers worked outside the home ( $\beta = -.27, sr_i^2 = .07$ ), number of hours mothers worked outside the home ( $\beta = .24, sr_i^2 = .06$ ), and mothers' reports of marital satisfaction ( $\beta = .22, sr_i^2 = .03$ ). Fathers' beliefs concerning the parental role ( $\beta = .17, sr_i^2 = .03$ ) approached significance ( $p = .049$ ) in predicting mothers' reports of paternal responsibility in childcare.

Number of hours fathers worked outside the home per week, fathers' reports of marital satisfaction, and mothers' reports of satisfaction together accounted for 11% of the variance in mothers' reports of paternal engagement in childcare,  $F(3,106) = 5.48, p < .01, R = .37, Adj. R^2 = .11$ . Only number of hours fathers worked outside the home per week ( $\beta = -.20, sr_i^2 = .04$ ) and mothers' reports of marital satisfaction ( $\beta = .23, sr_i^2 = .04$ )



Table 8

*Results of Regression Analyses Predicting Mothers' Reports of Paternal Involvement and Percentage of Time as the Child's Primary Caregiver*

| Variable                                  | $\beta$ | R   | R <sup>2</sup> | Adj. R <sup>2</sup> | F       | $sr_i^2$ |
|---|---------|-----|----------------|---------------------|---------|----------|
| Mothers' Reports of:                      |         |     |                |                     |         |          |
| Responsibility                            |         | .50 | .25            | .21                 | 6.71*** |          |
| FH  | -.27**  |     |                |                     |         | .07      |
| FB  | .17     |     |                |                     |         | .03      |
| FM  | .06     |     |                |                     |         | .00      |
| MH  | .24*    |     |                |                     |         | .06      |
| MM  | .22*    |     |                |                     |         | .03      |
| Engagement                                |         | .37 | .13            | .11                 | 5.48**  |          |
| FH  | -.20*   |     |                |                     |         | .04      |
| FM  | .11     |     |                |                     |         | .01      |
| MM  | .23*    |     |                |                     |         | .04      |
| Accessibility                             |         | .39 | .16            | .12                 | 3.80**  |          |
| FH  | -.21*   |     |                |                     |         | .04      |
| FB  | .11     |     |                |                     |         | .01      |
| FM  | .13     |     |                |                     |         | .01      |
| MH  | .16     |     |                |                     |         | .03      |
| MM  | .16     |     |                |                     |         | .02      |
| % of Time as Child's<br>Primary Caregiver |         | .55 | .30            | .26                 | 7.43*** |          |
| FB  | .13     |     |                |                     |         | .01      |
| FM  | .08     |     |                |                     |         | .00      |
| FE  | .11     |     |                |                     |         | .01      |
| MH  | .33***  |     |                |                     |         | .09      |
| MB  | .12     |     |                |                     |         | .01      |
| MM  | .22*    |     |                |                     |         | .04      |

*Note.* FH = Fathers' hours worked/week, FB = Fathers' scores on Beliefs Concerning the Parental Role scale, FM = Fathers' scores on Kansas Marital Satisfaction scale, FE = Fathers' scores on Parenting Self-Efficacy scale, MH = Mothers' hours worked/week, MB = Mothers' scores on Beliefs Concerning the Parental Role scale, MM = Mothers' scores on Kansas Marital Satisfaction scale.

\* $p < .05$ , \*\* $p < .01$ , \*\*\* $p < .001$ .

significantly predicted fathers' level of engagement as reported by mothers.

The regression predicting paternal accessibility from mothers' reports was statistically significant,  $F(5,103) = 3.80, p < .01, R = .39, Adj. R^2 = .12$ . Collectively, number of hours fathers worked outside the home per week, fathers' beliefs concerning the parental role, fathers' reports of marital satisfaction, number of hours mothers worked outside the home per week, and mothers' reports of marital satisfaction accounted for 12% of the variance in paternal accessibility as reported by mothers. However, only number of hours fathers worked outside the home ( $\beta = -.21, sr_i^2 = .04$ ) significantly predicted mothers' reports of paternal accessibility in childcare.

Together, the variables accounted for 24% of the variance in fathers' reports of the percentage of time fathers spent as their children's primary caregiver,  $F(4,113) = 10.36, p < .001, R = .52, Adj. R^2 = .24$ . Fathers' beliefs concerning the parental role, fathers' reports of parenting self-efficacy, number of hours mothers worked outside the home per week, and mothers' perceived interference from work to family were entered into the equation. Fathers' beliefs about the parental role ( $\beta = .20, sr_i^2 = .04$ ), fathers' reports of self-efficacy in parenting ( $\beta = .23, sr_i^2 = .05$ ), and number of hours mothers worked outside the home ( $\beta = .28, sr_i^2 = .07$ ) significantly predicted the percentage of time fathers' reported being their children's primary caregiver. Mothers' perceived interference from work to family ( $\beta = .16, sr_i^2 = .03$ ) approached significance ( $p = .05$ ) in predicting the percentage of time fathers served as their children's primary caregiver as reported by fathers.

The following variables were entered into the equation predicting the percentage of time fathers spent as their children's primary caregiver as reported by mothers:

fathers' beliefs about the parental role, fathers' reports of marital satisfaction, fathers' reports of parenting self-efficacy, number of hours mothers worked outside the home per week, mothers' beliefs concerning the parental role, and mothers' reports of satisfaction in the marriage. Collectively, the variables accounted for 26% of the variance,  $F(6,105) = 7.43, p < .001, R = .55, Adj. R^2 = .26$ . Only number of hours mothers worked outside the home ( $\beta = .33, sr_i^2 = .09$ ) and mothers' reports of marital satisfaction ( $\beta = .22, sr_i^2 = .04$ ) were significant individual predictors of the percentage of time fathers served as their children's primary caregiver as reported by mothers.

## CHAPTER IV

### CONCLUSION

Paternal involvement in the care of young children has increased dramatically over the past three decades (see Cabrera et al., 2000; Pleck, 1997). In general, the present study supports many of the relationships identified in recent empirical studies. At the same time, the majority of extant research has identified correlates of the amount of time that men spend with their children or variables that predict global involvement in childcare. In contrast, the present study attempted to identify variables that predict fathers' involvement in theoretically hypothesized dimensions of fathering (e.g., engagement, accessibility, and responsibility) as reported by both men and their partners.

#### *Correlations Among Predictor Variables*

The pattern of correlations for mothers and fathers was different. For instance, fathers who believed that men should take an active part in fathering and fathers who possessed greater confidence in their abilities to care for their young children reported greater satisfaction in the parenting role. However, mothers' beliefs regarding how involved men should be in fathering was not associated with their confidence in their husbands' ability to care for their children.

The pattern of work and family interference was also different for mothers and fathers. Specifically, analyses could only be performed with fathers' family to work interference and mothers work to family interference. Therefore, comparisons cannot be made between mothers and fathers for work-family conflict. However, fathers and mothers both reported less parenting satisfaction when experiencing conflict between

work and family although the direction of interference was different for mothers and fathers. The discrepancy noted between mothers and fathers may reflect traditional differences between work and family responsibilities for men and women. For instance, Ransom (2001) found that fathers often arrange family responsibilities around the demands of their job. Because young fathers often serve as their families' main financial providers (Nangle et al., 2003) and ambition to advance in one's career is often fundamental to men's self-images (Hochschild, 1997), fathers may perceive less satisfaction with parenting, particularly when they perceive that it interferes with their ability to perform work-related responsibilities.

Important relationships were also demonstrated between marital satisfaction and parenting satisfaction and self-efficacy. Specifically, for men, marital satisfaction was not related to satisfaction in the parenting role. However, for women, marital satisfaction was positively associated with satisfaction in the parenting role. It is possible that for mothers, the roles of wife and mother may be more central to their self-images due to the fact that women are often in charge of family responsibilities. Therefore, these roles may coincide to a greater degree such that there is less separation in how women evaluate these roles.

Although marital satisfaction was not related to parenting satisfaction for fathers, satisfaction in the marriage was associated with the degree of confidence men perceived in their abilities to care for their children. These results are consistent with those found by Bouchard and Lee (2000) in which fathers' marital satisfaction was positively associated with fathers' competence and satisfaction in the parenting role. When wives express their respect for their husbands' competence in parenting, fathers may feel more

satisfied in the marriage (Bouchard & Lee, 2000) and may also gain more confidence in their abilities to care for their young children. Interestingly, fathers' perceived more competence in caring for their children when their wives worked more hours outside the home. Thus, more time caring for their children is associated with men's confidence in parenting ability.

*Correlations Among the Predictor Variables and the Paternal Involvement in Childcare*

These findings support previous research (Feldman, Nash, & Aschenbrenner, 1983; Levy-Shiff & Israelashvili, 1998) and demonstrate that the more hours fathers worked outside the home per week, the less involvement they have in childcare. Conversely, when mothers work a greater number of hours outside the home, both mothers and fathers reported that men took more responsibility for childcare, were accessible to their children, and served as the child's primary caregiver a greater percentage of the time (Beitel & Parke, 1998; Bonney et al., 1999; Pleck, 1997). Related to this, fathers reported more time as the child's primary caregiver when their spouse's experienced more work to family conflict. These results suggest that paternal involvement with their young children is partially determined by the work responsibilities of their partners.

Previous research has demonstrated that women who are more responsive in their behavioral interactions with their children report greater satisfaction in the parenting role and greater self-efficacy (Mash & Johnston, 1983). Findings of the present study demonstrate that fathers who are more involved in childcare (i.e., take greater responsibility, are more accessible to their children, engage in more direct interaction with their children, and spend greater time as the child's primary caregiver) report greater

parenting self-efficacy. Although little research has examined paternal involvement and men's self-efficacy in the parenting role, these results are consistent with those found by Sanderson and Thompson Sanders (2002) who reported that fathers' perceived skill at childcare was associated with paternal responsibility and engagement. Although the present study was not able to determine whether men enjoyed greater childcare responsibility, it does appear that both men and women perceive fathers who have greater responsibility for their young children as more competent in the parenting role.

Similar to previous research (e.g., Aldous et al., 1998; Crouter et al., 1987), one of the most consistent results of the present study was the degree to which fathers' beliefs concerning the parental role was related to men's involvement with their young children. Specifically, fathers who believed that men should be more involved in fathering reported greater responsibility in childcare and more interaction with their young children (i.e., engagement). It is important to note that fathers' beliefs about the degree to which men should be involved with their children was correlated with their partners' reports of the responsibility men took for childcare and how accessible men were to their children. Thus, this finding appears to be robust.

Although more liberal beliefs regarding the degree to which men should be involved in childcare was associated with the percentage of time men spent as the child's primary caregiver, mothers' beliefs about the degree to which men should be involved with children was *not* associated with the three fathering dimensions (i.e., responsibility, engagement, or accessibility). That is, in contrast to what was expected (i.e., more liberal beliefs on the part of wives would be related to increased responsibility in childcare by their husbands), women's beliefs did not influence the amount of responsibility men took

in childcare, men's accessibility to their children, or men's interaction with their children. Although some research has shown that women's beliefs influence their husband's involvement in childcare (e.g., Barnett & Baruch, 1987; Baruch & Barnett, 1981; Hoffman & Moon, 1999), results of the present study suggest that the gate-keeping theory (i.e., women determine the amount of involvement their spouse's have in childcare) may no longer be applicable to fathers' involvement with their children. Rather, these findings suggest that men's attitudes about the degree to which they should be involved in fathering largely determine their amount of involvement in childcare (Bonney et al., 1999; Marsiglio, 1991; Nangle et al., 2003).

Both fathers' and mothers' marital satisfaction was associated with all areas of paternal involvement examined and with mothers' reports of the percentage of time fathers' spent as the child's primary caregiver. These results are consistent with those found by Levy-Shiff and Israelashvili (1998) who found that fathers' marital satisfaction was positively correlated with paternal involvement in childcare. Findings also support considerable previous research that suggests that women's marital satisfaction is positively related to paternal involvement (Bonney et al., 1999; Jump & Haas, 1987; McBride & Mills, 1993). Higher paternal involvement in childcare may help to reduce the role overload experienced by many working women (Nangle et al., 2003). Moreover, mothers who experience more support and less conflict in their work and family roles may have more time to cultivate their relationships with their partners.

In contrast to what was hypothesized, fathers who reported higher job salience also reported greater paternal responsibility. This result is in contrast to previous research that has argued that career investment by men is related to lower levels of



involvement in childcare (Hochschild, 1997). At the same time, the number of hours that men worked outside the home was negatively correlated with the degree of responsibility that men took for childcare. Although previous research has assumed that men who are more highly invested in their careers are less involved in childcare, the present study did not support this premise. Clearly, this is an important issue to examine in future research.

### *Regression Analyses Predicting Paternal Involvement*

As hypothesized, fathers' efficacy in the parenting role predicted fathers' reports of paternal involvement in the areas of engagement, accessibility and the percentage of time men spent as the child's primary caregiver. Yet, fathers' confidence in their abilities to care for their children did not predict paternal responsibility. These results are consistent with the findings of Sanderson and Thompson Sanders (2002) who reported that fathers' perceived skill at childcare predicted higher paternal engagement and responsibility in childrearing. Results of the present study between men's parenting self-efficacy and their involvement in fathering also correspond to the pattern found for women (Donovan, 1981; Donovan et al., 1990; Donovan & Leavitt, 1985; Mash & Johnston, 1983; Unger & Waudersman, 1985).

Partial support was found for the hypothesis that fathers' beliefs concerning the parental role would predict higher paternal involvement. Similar to previous research (e.g., Nangle et al., 2003), fathers who believed they should be involved in the care of their young children reported greater responsibility for childcare and were more engaged with their children. Furthermore, they spent a greater percentage of time as their child's primary caregiver. Similar to findings by Fox and Bruce (2001), these results suggest men's beliefs about fathering play a key role in determining how involved they are in

childcare and may even predict the amount of childcare responsibility by men. Contrary to previous studies (Barnett & Baruch, 1987; Hoffman & Moon, 1999), women's beliefs regarding how involved men should be in the care of their children did not predict men's involvement.

Support was not found for the hypothesis regarding fathers' marital satisfaction and paternal involvement in childcare. Although fathers' marital satisfaction did not predict men's involvement in childcare, mothers' marital satisfaction significantly predicted fathers' reports of paternal accessibility and mothers' reports of fathers' responsibility, engagement, and the percentage of time fathers' spent as the child's primary caregiver. The positive relationship between mothers' marital satisfaction and paternal involvement supports previous research (Bonney et al., 1999; Jump & Haas, 1987; McBride & Mills, 1993; Nangle et al., 2003). Moreover, one could extrapolate that working mothers who perceive help from their partners in childcare may experience less role conflict and less stress and perceive greater well-being overall.

In contrast to expectations, higher levels of paternal accessibility were associated with lower marital satisfaction for women. Although it is difficult to explain this finding, this result corresponds to previous research by Nangle et al. (2003) and Russell (1983) who also reported a negative relationship between marital satisfaction and paternal involvement. Mothers who are dissatisfied in the marital relationship may distance themselves from their husbands, thus creating more time for the husband to be available to the children.

#### *Study Limitations and Strengths*

The present study has a number of limitations that should be considered. Data were collected through self-report only. Because the survey was anonymous, however, it is likely that respondents were honest in their responses. Also, fathers' and mothers' perceptions of fathers' involvement in childcare was correlated which suggests that parents were candid in their responses.

Nevertheless, assessment measures utilized in the present study for paternal engagement may not fully depict the meaning of this variable. That is, it may be harder for participants to evaluate fathers' level of sensitivity and connection with their children via self-report. Future research should employ behavioral observation to elucidate variables that predict fathers' level of engagement with their young children.

Furthermore, reliability coefficients for the work-family conflict and career salience scales were somewhat low which may have attenuated the ability to find significant associations with these variables. These constructs may be more situational and vary over time in comparison to other variables measured in the present study. Many of the work-family conflict scales suffer from poor content validity (Germano, 2003). The work-family conflict measure developed by Netemeyer, Boles, and McMurrian (1996) may be a more useful measure in future studies due to more precise scale development procedures than other measures (Germano, 2003).

In addition, only two-parent dual-income families that were predominately white and upper middle class who utilized licensed childcare were surveyed. Therefore, these findings should not be generalized to single parent families, families who do not use licensed childcare centers, or two-parent single-income families. There was also little

incentive for participants in the present study which may have contributed to participation bias.

The present study also has several methodological strengths. Independent reports were gathered from both mothers and fathers. For the most part, the measures used were well-established and reliable. The present research was also more theoretically and conceptually driven than much of the previous literature and a relatively large sample of families were surveyed. Moreover, correlational analyses support much of the previous research examining father involvement in childcare.

### *Summary*

In conclusion, the present study suggests that multiple factors may influence men's involvement in the different areas of fathering examined. In general, structural variables, such as the number of hours that fathers and mothers worked outside their homes, and men's beliefs predicted fathers' reports of paternal involvement. Specifically, the more efficacious men perceived themselves in the parenting role and the more liberal their beliefs about the degree to which men should be involved in fathering, the more involved they were in the dimensions of fathering examined. In contrast, mothers' beliefs about fathering did not generally predict paternal involvement in any of the fathering dimensions examined. Thus, results support the premise that paternal involvement in childrearing is chiefly self-determined.

### *Future Research*

Due to the relatively homogeneous sample of the current study, future research should focus on replicating findings in more diverse samples with lower income families, more varied ethnic backgrounds, single-parent families, and families who do not use

licensed childcare. Future research should also employ measurements that access work variables such as work-family conflict and career salience to a better degree. The importance of paternal competence in parenting should also be addressed in future research. Investigators should examine the factors that cause fathers to have more confidence in their parenting abilities so that the development of programs to increase father involvement in childcare through paternal competence can be established.

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**Appendix A****RECRUITMENT FLYER**

**PLEASE HELP US LEARN  
MORE ABOUT WHAT  
INFLUENCES FATHERS'  
INTERACTIONS WITH THEIR  
YOUNG CHILDREN**

*Both mothers and fathers in two-parent households need to complete a survey of factors associated with paternal involvement*

*In order to participate both parents must be employed and have a biological child between the ages of 1 and 4*

Packets of questionnaires include separate copies for mothers and fathers to complete separately along with a description of the study. Packets can be found at the entrance of the daycare center.

***Thank you for your participation!***

**Appendix B****REMINDER FLYER**

# ***REMINDER NOTICE!***

**Survey packets for the ODU  
research study need to be returned  
to your daycare center this week!  
(If you have already returned your  
completed packet, thank you and  
please disregard this notice)**

**Thank you again for your participation!**

## Appendix C

### PARENTAL COVER LETTER

Dear Parents,

The Psychology Department at Old Dominion University is currently conducting a study investigating parental involvement in two-parent households with children between the ages of 1 and 4.

We need *both* mothers and fathers of children between the ages of 1 and 4 to complete the attached questionnaires. If you have more than one child in the specified age range, then answer the surveys according to the youngest child. Please answer the questionnaires separately and then place them inside the envelopes, put the envelopes in the larger envelope and return the large envelope to the box at the sign-in area of your child's daycare center. The study will require approximately 25 minutes. **Please return the questionnaire to the daycare within one week.**

Responses to the survey will be anonymous (your identity will be unknown); therefore, please do not put your name or any other identifying information in the questionnaires. The College of Sciences College Committee on Human Subjects at Old Dominion University has approved this study.

In conclusion of the study, summarized information explaining the study findings will be provided to the daycare center and will be available to you. We believe this study will offer beneficial information in understanding how job and other factors influence fathers' interactions with their young children.

Questions should be directed to Julie N. Jacobs at 473-0019 or Dr. Michelle L. Kelley at 683-4459. Even if you decide not to participate, please keep the coloring book for your child.

We *really* appreciate your participation.

Sincerely,

Julie N. Jacobs, B.A.  
Candidate, Master of Science in Psychology

Michelle L. Kelley, Ph.D.  
Professor of Child Psychology

## Appendix D

### PARTICIPANT NOTIFICATION FORM

Old Dominion University

College of Sciences

Department of Psychology

**Title of Research:** Determinants of Paternal Involvement in Childcare in Dual-Earner Families with Preschool Children

**Researchers:** Julie Jacobs and Michelle L. Kelley, PhD.

**Description of Research:** You are asked to participate as a volunteer in a scientific investigation as a part of the educational and research program of Old Dominion University conducted under the supervision of Dr. Michelle L. Kelley of the Department of Psychology. The basic nature of this research involves your anonymous completion of seven surveys that assess parental involvement, parental role beliefs, work-family conflict, how important your job is to you, marital satisfaction, comfort in the parenting role, and demographic information.

**Inclusionary and Exclusionary Criteria:** In order to participate in this study, you must:

- (1) have at least one child between the ages of one and four who is enrolled in a licensed daycare center
- (2) both mothers and fathers must complete the questionnaires
- (3) mother and fathers must be employed full or part-time

**Risks and Benefits:** The completion of this study may result in increased self-awareness of your parental involvement in childcare as well as feelings associated with parental role beliefs, work-family conflict, how important your job is to you, marital satisfaction, and the degree to which you feel comfortable in the parenting role. However, no adverse effects to your health or well-being are expected. The main benefit from this study is to further scientific knowledge of the factors associated with parental involvement in childcare.

**Confidentiality:** The survey is anonymous. Please do not put your name anywhere on the survey; therefore, your responses and your identity will in no way be associated with one another.

**Withdrawal Privilege:** You may withhold any answer to any specific question or item in the questionnaires.

**Compensation for Illness and Injury:** Since this study involves a survey, physical illness or injury is unlikely to be a result from your participation. If any injury, physical or otherwise, should result, Old Dominion University does not provide insurance coverage, free medical care, or any other compensation for such injury.

**Agreement to Participate:** By checking the box below, you signify that you understand the information presented in the participant notification form and agree to participate in this study.

☐ I agree to participate

## Appendix E

### PATENAL INDEX OF CHILD CARE INVENTORY

#### Activities Scale

Who usually does the following activities?

- 1 = Mother Always Does
- 2 = Mother Usually Does
- 3 = Father and Mother Equally Do
- 4 = Father Usually Does
- 5 = Father Always Does

- \_\_\_\_\_ Takes the child to preventative health care appointments
- \_\_\_\_\_ Buys clothes for child
- \_\_\_\_\_ Buys toys, books, videos for the child
- \_\_\_\_\_ Determines appropriate clothes for the child to wear
- \_\_\_\_\_ Makes the child's daycare arrangements
- \_\_\_\_\_ Makes the child's babysitting arrangements
- \_\_\_\_\_ Makes childcare arrangements when the child is ill
- \_\_\_\_\_ Plans the child's meals
- \_\_\_\_\_ Takes the child to birthday parties, etc.
- \_\_\_\_\_ Plans the child's birthday party
- \_\_\_\_\_ Keeps track of the child's toys, clothes, etc.
- \_\_\_\_\_ Determines when to take the child to the pediatrician due to illness
- \_\_\_\_\_ Drops the child off at daycare
- \_\_\_\_\_ Picks the child up from daycare
- \_\_\_\_\_ Determines appropriate activities  
for the child (e.g., TV/videos, play activities, etc.)



\_\_\_\_\_ Does child-related errands (e.g., picks up prescriptions for child, etc.)

\_\_\_\_\_ Takes responsibility for child's safety

\_\_\_\_\_ Gets up during the night when the child is ill

Who usually does the following activities?

1 = Mother Always Does

2 = Mother Usually Does

3 = Father and Mother Equally Do

4 = Father Usually Does

5 = Father Always Does

\_\_\_\_\_ Reads to child

\_\_\_\_\_ Plays with child indoors (e.g., dolls, trucks, games, coloring, etc.)

\_\_\_\_\_ Plays with child outdoors (e.g., bubbles, swing, park, etc.)

\_\_\_\_\_ Assists child in dressing

\_\_\_\_\_ Bathes child

\_\_\_\_\_ Teaches child manners (e.g., please and thank you, etc.)

\_\_\_\_\_ Sings songs with child (e.g., ABCs, etc.)

\_\_\_\_\_ Assists the child with feeding (e.g., cutting food, etc)

\_\_\_\_\_ Calms the child when s/he is upset

\_\_\_\_\_ Assists the child with toileting (e.g., potty training, etc.)

\_\_\_\_\_ Teaches child about getting along with others (e.g., sharing)

\_\_\_\_\_ Puts the child to bed

Who usually does the following activities?

1 = Mother Always Does

2 = Mother Usually Does

3 = Father and Mother Equally Do

4 = Father Usually Does

5 = Father Always Does

- \_\_\_\_\_ Is available to child when he or she is playing
- \_\_\_\_\_ Watches TV/videos with the child
- \_\_\_\_\_ Takes the child along when shopping
- \_\_\_\_\_ Available to the child if he/she becomes upset
- \_\_\_\_\_ Is available to the child while cooking dinner
- \_\_\_\_\_ Supervises morning routine
- \_\_\_\_\_ Supervises bedtime routine
- \_\_\_\_\_ Takes the child to park/play area
- \_\_\_\_\_ Stays with child when s/he is playing with friends (e.g., at park or play areas)

## Appendix F

### BELIEFS CONCERNING THE PARENTAL ROLE

Please use the scale below.

- 1 = Agree Strongly
- 2 = Agree Mildly
- 3 = Neither Agree Nor Disagree
- 4 = Disagree Mildly
- 5 = Disagree Strongly

- \_\_\_\_ 1. A father should pursue the career of his choice even if it cuts into the time he has to spend with his family.
- \_\_\_\_ 2. Responsibility for the discipline of the children should be equally divided between the mother and the father.
- \_\_\_\_ 3. It is more important of a mother rather than a father to stay home with an ill child.
- \_\_\_\_ 4. With women being employed outside the home, men should share with childcare such as bathing, feeding, and dressing the child.
- \_\_\_\_ 5. The mother and father should equally share in toilet training.
- \_\_\_\_ 6. It is mainly the mother's responsibility to make sure that the children get ready for daycare/school in the mornings.
- \_\_\_\_ 7. In general, the father should have more authority than the mother in deciding what extra-curricular activities are appropriate for the child.
- \_\_\_\_ 8. It's better for women with children not to work outside the home if they don't have to financially.
- \_\_\_\_ 9. Fathers should attend birthing classes with their pregnant wives (partners).
- \_\_\_\_ 10. Divorced men should share joint custody of their children.
- \_\_\_\_ 11. Fathers should participate in the delivery (birth) of their children.
- \_\_\_\_ 12. Mothers should be more involved than fathers in physical care of the children (e.g., dressing, feeding, bathing).
- \_\_\_\_ 13. Fathers should attend parent-teacher conferences.

- \_\_\_ 14. A father's primary responsibility is to financially provide for his children.
- \_\_\_ 15. It is important for a father to spend quality time (one to one) with his children every day.
- \_\_\_ 16. Fathers should attend prenatal doctor's visits with his partner (wife) (e.g., nurturant, supportive, understanding)
- \_\_\_ 17. Fathers should take the majority of responsibility for setting limits and disciplining children.
- \_\_\_ 18. A father should be emotionally involved with his children (e.g., nurturant, supportive, understanding)
- \_\_\_ 19. It is mainly the mother's responsibility to change diapers.
- \_\_\_ 20. It is equally as important for a father to provide financial, physical, and emotional care to his children.
- \_\_\_ 21. Mothers and fathers should share equally with the late night feedings during infancy.
- \_\_\_ 22. It is mainly the mother's responsibility to toilet train the children.
- \_\_\_ 23. Mothers and fathers should equally share the responsibility of taking care of a sick child in the middle of the night.
- \_\_\_ 24. When a child becomes ill at daycare/school it is primarily the mothers responsibility to leave work or make arrangements for the child.
- \_\_\_ 25. A mother should pursue the career of her choice even if it cuts into the time she has to spend with her family.
- \_\_\_ 26. It is more important for a father to have a successful career than it is to have a family that is close knit.

## Appendix G

### WORK-FAMILY CONFLICT

Please answer the questions according to the following scale.

- 1 = Strongly Disagree
- 2 = Disagree
- 3 = Neutral
- 4 = Agree
- 5 = Strongly Agree

- \_\_\_ 1. After work, I come home too tired to do some of the things I'd like to do.
- \_\_\_ 2. My work takes up time that I'd like to spend with my family/friends.
- \_\_\_ 3. My personal demands are so great that it takes away from my work.
- \_\_\_ 4. My superiors and peers dislike how often I am preoccupied with my personal life while at work.

## Appendix H

### CAREER SALIENCE

Please use the scale below to indicate how strongly you agree or disagree with each statement.

- 1 = Strongly Disagree
- 2 = Disagree
- 3 = Uncertain
- 4 = Agree
- 5 = Strongly Agree

- \_\_\_ 1. It is more important to have some leisure time after work than to have a job in your chosen field, be devoted to it, and be a success at it.
- \_\_\_ 2. I enjoy thinking about and making plans about my future career.
- \_\_\_ 3. It is difficult to find satisfaction in life unless you enjoy your job.
- \_\_\_ 4. I would consider myself extremely "career minded."
- \_\_\_ 5. I intend to pursue the job of my choice, even if it allows only very little opportunity to enjoy my friends.
- \_\_\_ 6. The whole idea of working and holding a job is kind of distasteful to me.

## Appendix I

### KANSAS MARITAL SATISFACTION SCALE

Please use the scale below.

- 1 = Extremely Dissatisfied
- 2 = Very Dissatisfied
- 3 = Somewhat Dissatisfied
- 4 = Mixed
- 5 = Somewhat satisfied
- 6 = Very Satisfied
- 7 = Extremely Satisfied

- \_\_\_\_ 1. How satisfied are you with your marriage?
- \_\_\_\_ 2. How satisfied are you with your partner as a spouse?
- \_\_\_\_ 3. How satisfied are you with your relationship with your partner?

## Appendix J

### PARENTING SENSE OF COMPETENCE SCALE

Please respond to each item, indicating your agreement or disagreement with each statement in the following manner.

If you strongly agree, circle the letters SA

If you agree, circle the letter A

If you mildly agree, circle the letters MA

If you mildly disagree, circle the letters MD

If you disagree, circle the letter D

If you strongly disagree, circle the letters SD

- |    |  |                           |
|----|--|---------------------------|
| 1. | The problems of taking care of a child are easy to solve once you know how your actions affect your child, an understanding I have acquired. | SA   A   MA   MD   D   SD |
| 2. | Even though being a parent could be rewarding, I am frustrated now while my child is at his/her age.   | SA   A   MA   MD   D   SD |
| 3. | I go to bed the same way I wake up in the morning – feeling I have not accomplished a whole lot.   | SA   A   MA   MD   D   SD |
| 4. | I do not know what it is, but sometimes when I'm supposed to be in control, I feel more like the one being manipulated.                      | SA   A   MA   MD   D   SD |
| 5. | My mother was better prepared to be a good mother than I am.   | SA   A   MA   MD   D   SD |
| 6. | I would make a fine model for a new mother to follow in order to learn what she would need to know in order to be a good parent.             | SA   A   MA   MD   D   SD |
| 7. | Being a parent is manageable, and any problems are easily solved.  | SA   A   MA   MD   D   SD |
| 8. | A difficult problem in being a parent is not knowing whether you're doing a good job or a bad one.   | SA   A   MA   MD   D   SD |
| 9. | Sometimes I feel like I'm not getting anything done.   | SA   A   MA   MD   D   SD |



- |     |   |    |   |    |    |   |    |
|-----|---|----|---|----|----|---|----|
| 10. | I meet my own personal expectations for expertise in caring for my child.                                     | SA | A | MA | MD | D | SD |
| 11. | If anyone can find the answer to what is troubling my child, I am the one.                                    | SA | A | MA | MD | D | SD |
| 12. | My talents and interests are in other areas, not in being a parent.   | SA | A | MA | MD | D | SD |
| 13. | Considering how long I've been a mother, I feel thoroughly familiar with this role.                           | SA | A | MA | MD | D | SD |
| 14. | If being a mother of a child were only more interesting, I would be motivated to do a better job as a parent. | SA | A | MA | MD | D | SD |
| 15. | I honestly believe I have all the skills necessary to be a good mother to my child.                           | SA | A | MA | MD | D | SD |
| 16. | Being a parent makes me tense and anxious.  | SA | A | MA | MD | D | SD |

## Appendix K

### MATERNAL BACKGROUND INFORMATION

1. Age: \_\_\_\_\_
2. Race/Ethnicity (check one):
  - \_\_\_\_\_ American Indian or Alaska native
  - \_\_\_\_\_ Asian
  - \_\_\_\_\_ Black or African American
  - \_\_\_\_\_ Hispanic or Latino
  - \_\_\_\_\_ Native Hawaiian or Other Pacific Islander
  - \_\_\_\_\_ Other: \_\_\_\_\_
3. Marital Status (circle one):
 

Never Married
Married
Separated
Divorced
Widowed
4. Yearly Household Income (before taxes): \_\_\_\_\_
5. Number of Children: \_\_\_\_\_
6. List your children's age from oldest to youngest and circle gender:
 

|            |     |      |
|------------|-----|------|
| Age: _____ | Boy | Girl |
| Age: _____ | Boy | Girl |
| Age: _____ | Boy | Girl |
| Age: _____ | Boy | Girl |
| Age: _____ | Boy | Girl |
7. Number of Years Married: \_\_\_\_\_
8. Employment outside the home:                      Yes                      No
9. Number of hours worked (outside of the home) per week: \_\_\_\_\_
10. Occupation (please be specific): \_\_\_\_\_
11. Check the highest level of education you have *completed*?
  - \_\_\_\_\_ Some High School
  - \_\_\_\_\_ High School
  - \_\_\_\_\_ Some College
  - \_\_\_\_\_ Completed College (e.g., B.S., B.A.)
  - \_\_\_\_\_ Some Courses Toward a Masters Degree

\_\_\_\_\_ Completed Masters Degree (e.g., M.S., M.A., M.S.W.)

\_\_\_\_\_ Completed Doctorate (e.g., Ph.D., M.D., J.D.)

12. In general, how demanding is your job? (e.g., hours, schedule, responsibilities) Please circle the number that best answers the question for you.

|           |   |           |   |           |
|-----------|---|-----------|---|-----------|
| 1         | 2 | 3         | 4 | 5         |
| Not       |   | Somewhat  |   | Very      |
| Demanding |   | Demanding |   | Demanding |

13. Totaling 100 percent, what is the percentage of time that you and your partner spend as the child's primary caregiver?

Yourself: \_\_\_\_\_

Your Partner: \_\_\_\_\_

## Appendix L

### PATERNAL BACKGROUND INFORMATION

1. Age: \_\_\_\_\_
2. Race/Ethnicity (check one):
  - ☐ American Indian or Alaska native
  - ☐ Asian
  - ☐ Black or African American
  - ☐ Hispanic or Latino
  - ☐ Native Hawaiian or Other Pacific Islander
  - ☐ Other: \_\_\_\_\_
3. Marital Status (circle one):
 

Never Married
Married
Separated
Divorced
Widowed
4. Number of Years Married: \_\_\_\_\_
5. Employment outside the home: Yes No
6. Number of hours worked (outside the home) per week: \_\_\_\_\_
7. Occupation (please be specific): \_\_\_\_\_
8. Check the highest level of education you have *completed*.
  - ☐ Some High School
  - ☐ High School
  - ☐ Some College
  - ☐ Completed College (e.g., B.S., B.A.)
  - ☐ Some Courses Toward a Masters Degree
  - ☐ Completed Masters Degree (e.g., M.S., M.A., M.S.W.)
  - ☐ Complete Doctorate (e.g., Ph.D., M.D., J.D.)
9. In general, how demanding is your job? (e.g., hours schedule, responsibilities)  
Please circle the number that best answers the question for you.
 

1  
Not  
Demanding

2

3  
Somewhat  
Demanding

4

5  
Very  
Demanding
10. Totaling 100 percent, what is the percentage of time that you and your partner spend as the child's primary caregiver?

Yourself: \_\_\_\_\_

Your Partner: \_\_\_\_\_

## VITA

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(2000). Delay of reinforcement effects: Timing of reinforcement or narrow goal-box  
confinement. *Psychological Reports*, 87, 988-990.

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