REFERENCES

Aaker, D. A., Kumar, U., & Day, G. S. (1995). *Marketing research* (5th ed.). New York: John Wiley.

Abdool- Karim, O. (2001). Barriers in preventing human immunodeficiency virus in women: Experiences from Kwa Zulu-Natal, South Africa. *Journal of the American Medical Women's Association, 56*(4), 193–196.

Abrahams, N. (2002). *Men's use of violence against intimate partners: A study of working men in Cape Town.* Unpublished doctoral thesis, University of Cape Town, Cape Town, South Africa.

Adams, G. A., King, L. A., & King, D. W. (1996). Relationships of job and family involvement, family social support, and work-family conflict with job and life satisfaction. *Journal of Applied Psychology*, *81*(4), 411–420.

Adams, U. (2003). Gender equality promotion in the provincial administration of the Western Cape: Insights from the Western Cape Office on the Status for Women and Gender Focal Units. *Politeia*, *22*(2), 25–38.

Akande, A. (1994). The glass ceiling: Women and mentoring in management and business. *Employee Counselling Today*, *6*(1), 21–28.

Akintola, O. (2004). *A gendered analysis of the burden of care on family and volunteer caregivers in Uganda and South Africa*. Unpublished PhD thesis, Health Economics and HIV/Aids Research Division, University of Kwa-Zulu Natal, Durban, South Africa.

Allen, R. I., Lambert, E. G., Pasupuleti, S., Cluse-Tolar, T., & Ventura, A. (2004). The impact of job characteristics on Social and Human Service workers. *Social Work and Society*, *2*(2), 173–188.

Allen, S., & Ortlepp, K. (2000). *Re-conceptualizing and re-operationalizing career and work salience.* Unpublished paper presented at the PsySSA Conference, Pretoria.

Allen, T. D. (2001). Family-supportive work environments: The role of organizational perceptions. *Journal of Vocational Behavior*, *58,* 414–35.

Allen, T. D., Herst, D. E., Bruck, C. S., & Sutton, M. (2000). Consequences associated with work-to-family conflict: A review and agenda for future research. *Journal of Occupational Health Psychology*, *5*, 278–308.

Amien, W., & Paleker, M. (1997). Women's rights. *South African Human Rights Year Book,* Vol. 8 (pp. 321–390). Durban: Center for Socio Legal studies, University of Natal.

Andrews, D., Nonnecke, B., & Preece, J. (2003). Electronic survey methodology: A case study in reaching hard to involve internet users. *International Journal of Human-Computer Interaction*, *16*(2), 185–210.

April, K., Dreyer, S., & Blass, E. (2007). Gender impediments to the South African executive boardroom. *South African Journal of Labour Relations*, *31*(2), 51–67.

Arksey, H., & Knight, P. (1999). *Interviewing for social scientists.* London: Sage.

Avison, W. R. (1997). Single motherhood and mental health: Implications for primary prevention. *Canadian Medical Association Journal, 156*(5), 661–663.

Avison, W. R., Speechley, K. N., Thorpe, C. T., Gotlib, I. H., Rae Grant, N. I., & Turner, J. (1994). Single parenthood, poverty, and the health of mothers and children: A stress process analysis. In M. W. Rosenberg (Ed.), *Health and behaviour 1994: Papers and proceedings* (pp. 94–112). Kingston, Ontario: Queen's University Press.

Babbie, E. (1998). *The practice of social research* (8th ed.). Belmont, CA: Wadsworth.

Babbie, E. (2004). *The practice of social research* (10th ed.). Belmont, CA: Wadsworth

Babbie, E. (2005). *The practice of social research* (11th ed.). Belmont, CA: Wadsworth.

Babbie, E., & Mouton, J. (2006). *The practice of social research.* Cape Town: Oxford University Press.

Bakker, A. B., Demerouti, E., & Euwema, M. C. (2005). Job resources buffer the impact of job demands on burnout. *Journal of Occupational Health Psychology, 10*(2), 170–180.

Bakker, A. B., Demerouti, E., & Verbeke, W. (2004). Using the Job Demands-Resources Model to predict burnout and performance. *Human Resource Management, 43*(1), 83–104.

Bakker, A. B., Demerouti, E., Taris, T. W., Schaufeli, W. B., & Schreurs, P. J. G. (2003). A multigroup analysis of the Job Demands-Resources Model in four

home care organizations. *International Journal of Stress Management, 10*(1), 16–38.

Bakker, A. B., & Geurts, S.A.E. 2004. Towards a dual-process of work-home interference. *Work & Occupations*, *31,* 345–366.

Bakker, A. B., Demerouti, E., De Boer, E., & Schaufeli, W. B. 2003. Job demands and job resources as predictors of absence duration and frequency. *Journal of Vocational Behavior*, *62,* 341–356.

Bakker, A. B., Killmer, C. H, Siegrist, J., & Schaufeli, W. B. 2000. Effort-reward imbalance and burnout among nurses. *Journal of Advanced Nursing*, *31*(4), 884–891.

Bakker, A. B., Hakanen, J. J., Demerouti, E., & Xanthopoulou, D. (2007). Job resources boost work engagement particularly when job demands are high. *Journal of Educational Psychology, 99*, 274–284.

Bakker, A. B., Schaufeli, W. B., Demerouti, E., & Euwema, M. C. (2006). An organizational and social psychological perspective on burnout and work engagement. In M. Hewstone, H. Schut, J. de Wit, K. van den Bos, & M. Stroebe (Eds.), *The scope of social psychology: Theory and applications.* (pp. 229–252). Andover: Psychology Press.

Barker, F. S. (1995). *The South African labour market: Critical issues for reconstruction*. Pretoria: Van Schaik.

Barling, J., & Sorensen, D. (1997). Work and family: In search of a relevant research agenda*.* In C. L. Cooper, & S. E. Jackson (Eds.), *Creating tomorrow's organizations: A handbook for future research in Organizational Behaviour* (pp. 157–169).   New York: John Wiley and Sons.

Barnett, R., & Rivers, C. (1996). *She works/he works: How two-income families are happier, healthier, and better-off*. San Francisco: Harper Collins.

Baxter, J., & Alexander, M. (2008). Mothers' work-to-family strain in single and couple parent families: The role of job characteristics and supports. (Report). *Australian Journal of Social Issues*, *43*(2), 195–200.

Baylies, C. (1996). Diversity in patterns of parenting and household formation. In E. Silva (Ed.), *Good enough mothering? Feminist perspectives on lone motherhood* (pp. 119-148). London: Routledge.

Bedeian, A. G., Burke, B. G., & Moffet, R. G. (1988). Outcomes of work-family conflict

among married male and female professionals. *Journal of Management*, *14,* 475–491.

Behr, A. L. (1988). *Empirical research methods for the human sciences*. Durban: Butterworths.

Bennett, J. (2002)*.* Equity panic hurts blacks: Executives catapulted to the top by affirmative action need guidance. *Sunday Times, Business Times*, 11 August, 1.

Berger, J., Rosenholtz, S. J., & Zelditch, M. Jr. (1980). Status organizing processes. *Annual* Review of *Sociology*, *6*, 470–508..

Bergman, M. M. (2008). *Advances in mixed methods research.* New York: Sage.

Biernat, M., & Wortman, C. (1991). Sharing of home responsibilities between professionally employed women and their husbands. *Journal of Personality and Social Psychology*, *60*(6), 844–860.

Blalock, H. M. (1979). *Social statistics* (rev. 2nd ed.). New York: Mcgraw-Hill.

Bless C., & Higson-Smith, C. (1995). *Fundamentals of social research methods: An African perspective.* Kenwyn: Juta.

Bless C., & Higson-Smith, C. (2000). *Fundamentals of social research methods: An African perspective.* Kenwyn: Juta.

Bowen, P., Cattell, K., Distiller, G. & Edwards, K. (2008). HIV/AIDS in the South African construction industry: An empirical study. *Construction Management and Economics*, *26*, 827–839.

Brewerton, P., & Millward, L. (2002). *Organizational research methods*. London; Sage.

Brink, B., & De la Rey, C. (2001). Work-family interaction strain: Coping strategies used by successful women in the public, corporate and self-employed sectors of the economy. *South African Journal of Psychology, 31*(4), 55–61.

Brink, H. (1996). *Fundamentals of research methodology for health care professionals*. Kenwyn: Juta.

Brown, G. W., & Moran, P. M. (1997). Single mothers, poverty and depression. *Psychological Medicine, 27*, 21–33.

Brown, P., & Jordanova, L. (1982). Oppressive dichotomies: The nature/culture debate. In E. Whitelegg (Ed.), *The changing experience of women* (pp. 389–

399). Oxford: Martin Robertson.

Bruce, W. M., & Blackburn, J. W. (1992). *Balancing job satisfaction and performance*. Westport, CT: Quorum.

Budlender, D. (1998a). *Women and men in South Africa*. Pretoria: Central Statistics.

Budlender, D. (1998b)*. Country gender profile South African: Report prepared for the Swedish International Development Co-Operation Agency (SIDA)*. Pretoria: SIDA and Bridge.

Budlender, D. (2002). *Women and men in South Africa : Five years on*. Pretoria: Statistics South Africa.

Bures, A. & Henderson, D. (1995). The effects of spousal support and gender on worker' stress and job satisfaction: A cross national investigation of dual career couples. *Journal of Applied Business Research*, *12*(1), 2–9.

Burke, R. J. (2005). High-achieving women: Progress and challenges. In R. J. Burke, & M. C. Mattis (eds.), *Supporting women's career advancement: Challenges and opportunities* (pp.13-30). Northampton: Edward Elgar.

Burke, R. J., & Greenglass, E. R. (1999). Work-family conflict, spouse support, and nursing staff wellbeing during organizational restructuring. *Journal of Occupational Health Psychology* (Special Issue: Relationship between Work and Family Life), *4*, 327–336.

Burke, R. S., & Nelson, L. D. (2002). *Advancing women's careers: Research and practice*. Oxford: Blackwell.

Buunk, B., & Verhoeven, K. (1991). Companionship and support at work: A microanalysis of the stress-reducing features of social interaction. *Basic and Applied Social Psychology, 12*(30), 243–258.

Cahill, J., Landsbergis, P. A., & Schnall, P. L. (1995). *Making changes in your workplace to reduce stress*. Retrieved May 13, 2009 from Http://Www.Workhealth.Org/Prevention/Prred.Html.

Callan, V. J. (1993). Individual and organizational strategies for coping with organizational change. *Work & Stress, 7*(1), 63–75.

Carmona, C., Buunk, B. P., Peiró, J. M., Rodríguez, I., & Bravo, M. J. (2006). Do social comparison and coping styles play a role in the development of burnout? Cross-sectional and longitudinal findings. *Journal of Occupational and*

Organizational Psychology, 79, 85–99.

Cartwright, S., & Cooper, C. L. (1997). *Managing workplace stress*. London: Sage.

Carver, C. S., Scheier, M. F. & Weintraub, J. K. (1989). Assessing coping strategies: A theoretical based approach. *Journal of Personality and Social Psychology*, *56,* 267–283.

Casale, D. (2004). What has the feminisation of the labour market 'bought' women in South Africa? Trends in labour force participation, employment and earnings, 1995–2001. *Journal of Interdisciplinary Economics*, *15,* 251–275.

Casale, D., & Posel, D. (2002). The continued feminisation of the labour force in South Africa: An analysis of recent data and trends. *South African Journal of Economics*, *70*(1), 156–184.

Catalyst. (1996). *Making work flexible: Policy to practice*. New York: Catalyst.

Cattell, R. B. (1966). The scree test for the number of factors. *Multivariate Behaviour Research*, *1,* 245– 276.

Central Statistics. (1998). *Women and men in South Africa,* 3.

Chafetz, J. S. (1990). *Gender equity: An integrated theory of stability and change*. Thousand Oaks, CA: Sage.

Cilliers, F., & Stone, K. (2005). Employment equity practices in three South African Information Technology organisations, a systems psychodynamic perspective. *South African Journal for Psychology*, *31*(2), 49–57.

Clark, L. A., & Watson, D. (1995). Constructing validity: Basic issues in objective scale development. *Psychological Assessment*, *7*(3), 309–319.

Clutterbuck, D. (2004)*. Everyone needs a mentor: Fostering talent in your organisation (*4th ed.). London: Chartered Institute of Personnel and Development (CIPD).

Clutterbuck, D., & Sweeney, J. (2003). *Coaching and mentoring*. Burnham: Clutterbuck & Associates.

Cobanoglu, C., Warde, B., & Moreo, P. J. (2001). A comparison of mail, fax, and web survey methods. *International Journal of Market Research, 43*(4), 441–452.

Cohen, J. (1988). *Statistical power analysis for behavioral sciences* (2nd ed.). Hillsdale, NJ: Lawrence Erlbaum.

Coleman, M., & Briggs, R. J. (1995). *Research methods in educational leadership and management*. London: Sage.

Coleman, M., & Briggs, R. J. (2002). *Research methods in educational leadership and management*. London: Sage.

Commission for Gender Equality, South African Human Rights Commission, South African NGO Coalition. The People's Voices: National Speak Out on Poverty Hearings, March-June 1998 (1998) 1.

Comrey, A. L., & Lee, H. B. (1992). *A first course in factor analysis* (2nd ed.). Hillsdale, NJ: Lawrence Erlbaum.

Cooper, C. L., & Payne, R. (1998). *Courses, coping and consequences of stress at work*. Chichester: Wiley.

Cooper, C. L., & Williams, S. (1996). *Pressure Management Indicator Questionnaire.* Harrogate: Resource Assessment and Development Ltd.

Cooper, D. R., & Emory, C. W. (1995). *Business research methods* (5th ed.). Chicago: Irwin.

Cooper, D. R., & Schindler, P. S. (2001). *Business research methods* (7th ed.). Boston, MA: McGraw-Hill.

Cooper, D. R., & Schindler, P. S. (2003). *Business research methods* (9th ed.). Boston, MA: McGraw-Hill.

Cormack, D. S. (1991). *The research process*. Oxford: Black Scientific.

Cornelissen, T. (2006). *Job characteristics as determinants of job satisfaction and labor mobility.* Discussion paper No 334. Institute of Quantitative Economics Research. University of Hannover, Germany.

Cortina, J. M. (1993). What is coefficient alpha? An examination of theory and applications. *Journal of Applied Psychology*, *78,* 98–104.

Couper, M. P., Traugott, M. W., & Lamias, M. J. (2001). Web survey design and administration. *Public Opinion Quarterly*, *65*(2), 230–53.

Crede, M., & Price, L. (2003). Negative self-regard at work-frustration. The need for self-enhancement and self-consistency. *South African Journal of Psychology*, *29*(3), 68–75.

Creswell, J. W. (1994). *Research design: Quantitative, qualitative, and mixed methods*

approaches. Thousand Oaks, CA: Sage.

Creswell, J. W. (2003). *Research design: Quantitative, qualitative, and mixed methods approaches*. Thousand Oaks, CA: Sage.

Creswell, J. W., Plano Clark, V. L., Gutmann, M. L., & Hanson, W. E. (2003). Advanced mixed methods research designs. In A. Tashakkori, & C. Teddlie (Eds.), *Handbook of mixed methods in social and behavioral research* (pp. 209–240). Thousand Oaks, CA: Sage.

Cummings, T. G., & Worley, C. B. (2001). *Organizational development and change* (7th ed.). Toronto: South Western College Publishing.

Curtis, S., Gesler, W., Smith, G., & Washburn, S. (2000). Approaches to sampling and case selection in qualitative research: Examples in the geography of health. *Social Science and Medicine, 50*, 1001–1014.

Cyber Kebumen (s.a). Chapter 4. Assumptions underlying quantitative methods. Retrieved February 18, 2008 from www.socsci.uci.edu/ssarc/pcs/webdocs/F-Readings/QuantitativeandQualitativeResearch.pdf.

Dainty, A. (2007). *A call for methodological pluralism in Built Environment research.* Proceedings of the Third Scottish Conference for Postgraduate Researchers of Built and Natural Environment, Glasgow Caledonian University, Nov 20–22: 1– 10.

Dancaster, L. (2006). Work-life balance and the legal right to request flexible working arrangements. *South African Journal of Economic and Management, 2*, 175–186.

Davidson, M. J., & Cooper, C. L. (1992). *Shattering the glass ceiling – the woman manager.* London: Paul Chapman.

Davidson, M. J., Cooper, C. L., & Baldini, V. (1995). Occupational stress in female and male graduate managers – a comparative study. *Stress Medicine*, *11*, 157–175.

Davidson, M. J., & Fielden, S. (1999). Stress and the working woman. In G. N. Powell (Ed.), *Handbook of gender and work* (pp. 413–426). Thousand Oaks, CA: Sage.

Davis, S. (2010). SA's new ministry for women to accelerate workplace gender equity. Retrieved November 26, 2010, from the World Wide Web:

http://www.digitaljournal.com/article/290810#ixzz16YHzuSPb)

De Jonge, J., & Schaufeli, W. B. (1998). Job characteristics and employee well-being: A test of Warr's Vitamin Model in health care workers using structural equation modelling. *Journal of Organizational Behaviour*, *19*, 387–407.

De Villiers, J., & Kotze, E. (2003). Work-life balance: A study in the petroleum industry. *South African Journal of Human Resource Management*, *1*(3), 15–23.

De Vos, A. S. (1998). *Research at grass roots.* Pretoria: Van Schaik.

Deelstra, J. T., Peeters, M. C. W., Schaufeli , W. B., Stroebe, W., Zijlstra, F. R. H., & Van Doornen L. P. (2003). Receiving instrumental support at work: When help is not welcome. *Journal of Applied Psychology*, *88*(2), 324–331.

Demerouti, E. (2006). Human resource policies for work-personal life integration. In R. Burke & C. Cooper (Eds.), *The human resources revolution: Why putting people first matters* (pp. 147–169). Oxford: Elsevier.

Demerouti, E., Bakker, A. B., Nachreiner, F., & Schaufeli, W. B. (2001). The Job-Demands Resources Model of burnout. *Journal of Applied Psychology*, *86,* 499–512.

Demerouti, E., Taris, T. W., & Bakker, A. B. (2007). Need for recovery, home-work interference and performance: Is lack of concentration the link? *Journal of Vocational Behavior, 71,* 204–220.

Denscombe, M. (2007). *The good research guide for small-scale social research projects*. Buckingham: Open University Press.

Denzin, N. K., & Lincoln, Y. S. (Eds.). (2005). *The Sage handbook of qualitative research.* (3rd ed.). Thousand Oaks, CA: Sage.

Department of Labour. (2006). *Women in the South African labour market: 1995-2005.* Pretoria: Department of Labour.

Devanna, M. A. (1987). Women in management: progress and promise. *Human Resource Management, 26*, 409–481.

DeVellis, R. F. (2003). *Scale development: Theory and applications*. Newbury Park, CA: Sage.

Diener, E., & Fujita, F. (1995). Resources, personal strivings and subjective well-being: A nomothetic and ideographic approach. *Journal of personality and social psychology*, *68,* 926–935.

Diener, E., Smith, H., & Fujita, F. (1995). The personality structure of affect. *Journal of Personality and Social Psychology*, *69*, 130–141.

Dikkers, J. S. E., Geurts, S. A. E., Den Dulk, L., Peper, B., Taris, T. W., & Kompier, M. A. J. (2007). Dimensions of work-home culture and their relations with the use of work-home arrangements and work-home interaction. *Work & Stress, 21* (2)*, 155–172.

Dooley, R. D. (1990). *Social research methods* (2nd ed.). Englewood Cliffs, NJ: Prentice-Hall.

Drobnic, S., Blossfeld, H-P., & Rohwer, G. (1999). Dynamics of women's employment patterns over the family life course: A comparison of the United States and Germany. *Journal of the Marriage and the Family*, *61*(1), 133–146.

Du Plessis, Y. (2003).*The development of an assessment tool for measuring project management culture in organizations*. Unpublished PhD thesis, University of Pretoria, Pretoria, South Africa.

Du Toit, D. (1992). Die professionele orientasie en gesinslewe van die werkende getroude vrou. *South African Journal of Sociology*, *23*, 124–132.

Ducharme, L. J., & Martin, J. K. (2000). Unrewarding work, co-worker support, and job satisfaction – a test of the Buffering Hypothesis. *Work & Occupations*, *27*(2), 223–243.

Duxbury, L., & Higgins, C. (1991). Gender differences in work-family conflicts. *Journal of Applied Psychology, 76*(1), 60–74.

Dzurec, L., & Abraham, L. (1993). The nature of inquiry: Linking qualitative and quantitative research. *Advances in Nursing Science*, *16*(1), 73–79.

Eagly, A. H., & Johannesen-Schmidt, M. (2001). The leadership styles of women and men. *Journal of Social Issues, 57*, 781–797.

Eagly, A. H. (1987). *Sex differences in social behaviour: A social role interpretation*. Hillsdale, NJ: Erlbaum.

Eagly, A. H., & Johnson, B. T. (1990). Gender and leadership style: A meta-analysis, *Psychological Bulleti*n, *108*(2), 233–256.

EAPA-SA. [Employee Assistance Professionals Association of South Africa] (1999). *Draft document. Standards for employment assistance programmes in South Africa*. [s.l.]: EAPA.

Eaton, S. C. (2003). If you can use them: Flexibility policies, organizational commitment, and perceived performance. *Industrial Relations, 42*(2), 145–167.

Education Statistics (2008). *Education statistics in South Africa*. Pretoria: Department of Education.

Erwee, R. (1988). South African women: Changing career patterns. In: N. J. Adler & D. N. Izrael (Eds.), *Women in management worldwide* (pp. 213–224). New York: M. E. Sharpe.

Erwee, R. (1992). Organizational variables influencing female advancement in South Africa. *South African Journal of Business*, *23*(1), 8–15.

Erwee, R. (1994). Scaling the economic ladder. In Lessing, M. (Ed.). *South African women today* (pp. 35–53). Cape Town: Maskew Miller Longman.

Evbuoma, I. K. (2008). Impact of employee family-friendly supportiveness on work performance of employees in organizations. *IFE Psychologia: An International Journal*, *16*(1), 107–124.

Fagenson, E. A. (1993). Diversity in management: Introduction and the importance of women in management. In A. E. Fagenson (Ed.), *Women in management: Trends, issues, and challenges in management diversity*, Vol.4 (3–18). Newbury Park, CA: Sage.

Fallon, P., & Lucas, R. 1998. *South African labour markets: Adjustments and inequalities.* Discussion Paper 12, Informal discussion papers on aspects of the economy of South Africa. Washington, D.C.: World Bank.

Felstehausen, G., Couch, S., & Wragg, M. (1993). Building life skills for the changing family and workplace. *Journal of Vocational Home Economics Education*, *11*(1), 47–57.

Field, A. (2005). *Discovering statistics using SPSS* (2nd ed.). London: Sage.

Field, A. (2009). *Discovering statistics using SPSS* (3rd ed.). London: Sage.

Fitzgerald, L. F. (1993). Sexual harassment: Violence against women in the workplace. *American Psychologist, 48,* 1070–1076.

Fleishman, J. A. (1984). Personality characteristics and coping patterns. *Journal of Health and Social Behavio*r, *25*, 229–244.

Foddy, W. (2001). *Constructing questions for interviews and questionnaires: Theory and practice in social research*. Cambridge: Cambridge University Press.

Folkman, S., & Lazarus, R. S. (1980). An analysis of coping in a middle aged community sample. *Journal of Health and Social Behaviour, 21*, 219–239.

Folkman, S., & Lazarus, R. S. (1984). *Stress, appraisal and coping*. New York: Springer.

Franks, K., Schurink, W., & Fourie, L. (2006). Exploring the social construction of life roles of career-oriented women. *South African Journal of Industrial Psychology*, *32*(1), 17–24.

Frone, M. R. (2003). Work-family balance. In J. C. Quick, & L. E. Tetrick (Eds.), *The handbook of occupational health psychology* (pp. 143–162). Washington, DC: American Psychological Association.

Frone, M. R., Russell, M., & Cooper, M. L. (1992). Antecedents and outcomes of work-family conflict: Testing a model of the work-family interface. *Journal of Applied Psychology*, *77*, 65–78.

Frone, M. R., Russell, M., & Cooper, M. L. (1995). Relationship of work and family stressors to psychological distress: The independent moderating influence of social support, mastery, active coping, and self-focused attention. In R. Crandall, & P. L. Perrewe (Eds.), *Occupational stress: A handbook* (pp. 129–150). Washington, DC: Taylor & Francis.

Frone, M. R., Russell, M., & Cooper, M. L. (1997). Relation of work-family conflict to health outcomes: A four-year longitudinal study of employed parents. *Journal of Occupational and Organizational Psychology*, *70*, 325–335.

Galinsky, E., Bond, J. T., & Friedman, D. E. (1993). *The changing workforce: highlights of the national study.* New York: Families and Work Institute.

Galinsky*, E.,* & Stein*, P. J.* (1990). The impact of human resource policies on employees. *Journal of Family Issues*, *11*(4), 368–383.

Gardner, D. G., & Pierce, J. L. (1998). Self-esteem and self-efficacy within the organizational context: An empirical comparison. *Group and Organization Management, 23*, 48–70.

Garson, G. D. (2008). *An online textbook. Pa765.* Retrieved February 26, 2009, from Http://Faculty.Chass.Ncsu.Edu/Garson/Pa765/Statnote.Htm.

Gatley, S. M. (1987). *A sociological study of socio-economic problems facing single parents in Port Elizabeth.* Unpublished manuscript.

Gay, L. R., & Airasian, P. (2003). *Educational research: Competencies for analysis and application* (7th ed.). Upper Saddle River, NJ: Pearson Education.

Geurts, S. A. E., & Demerouti, E. (2003). Work/non-work interface: A review of theories and findings. In M. J. Schabracq, J. A. M. Winnubst, & C. L. Cooper (Eds.), *The handbook of work and health psychology* (pp. 279–312). Chichester: John Wiley.

Geurts, S. A. E., Kompier, M. A. J., Roxburgh, S., & Houtman, I. L. D. (2003). Does work-home interference mediate the relationship between workload and well-being? *Journal of Vocational Behavior*, *63,* 532–559.

Gill, D. S. (2007). *Employee selection and work engagement: Do recruitment and selection practices influence work engagement*? Unpublished PhD thesis, Department of Psychology, College of Arts and Sciences, Kansas State University, Manhattan, Kansas, USA.

Gill, S., & Davidson, M. J. (2001). Problems and pressures facing lone mothers in management and professional occupations – a pilot study. *Women in Management Review*, *16*(8), 383–399.

Ginn, J., & Sandell, J. (1997). Balancing home and employment: Stress experienced by social services staff. *Work, Employment and Society*, *11*(3), 413–434.

Goff, S., Mount, M., & Jamison, R. (1990). Employer-supported child care, work-family conflict, and absenteeism: A field study. *Personnel Psychology*, *43*, 793–809.

Goodstein, J. D. (1994). Institutional pressures and strategic responsiveness: Employer involvement in work-family issues. *Academy of Management Journal*, *37*(2), 350–382.

Gordon, J. R., Beatty, J. E., & Whelan-Berry, K. S. (2002). The midlife transition of professional women with children. *Women in Management Review*, *17*(7), 328–341.

Grainger, H., & Holt, H. (2005). *Employment market analysis and research*. London: Office for National Statistics. Labour Market Trends.

Gravetter, J. F., & Wallnau, L. B. (2002). *Essential statistics for the behavioural sciences* (4th ed.). Pacific Grove, CA: Wadsworth.

Greene, M. (1985). Sex equity as a philosophical problem. In S. Klein (Ed.), *Handbook for achieving sex equity through education* (pp. 29–43). Baltimore,

MD: Johns Hopkins University Press.

Greenhaus, J. H., & Beutell, N. J. (1985). Sources of conflict between work and family roles. *Academy of Management Review*, *10*(1), 76–88.

Greenhaus, J. H., & Parasuraman, S. (2002). The allocation of time to work and family roles. In D. L. Nelson & R. J. Burke (Eds.), *Gender, work stress and health: Current research issues* (pp. 115–128). Washington, DC: American Psychological Association.

Greenhaus, J., Parasuraman, S., & Collins, K. M. (2001). Career involvement and family involvement as moderators of relationships between work-family conflict and withdrawal from a profession. *Journal of Occupational Health and Psychology, 6*(2), 91–100.

Gregory, R. J. (2004). *Psychological testing: History, principles, and applications* (4th ed.). Boston, MA: Pearson Education.

Greyvenstein, L. (1989). *Women in education management*. Potchefstroom: Potchefstroom University for Christian Higher Education.

Grzywacz, J. G., & Marks, N. F. (2000). Reconceptualizing the work-family interface: An ecological perspective on the correlates of positive and negative spillover between work and family. *Journal of Occupational Health Psychology*, *5*(1), 111–126.

Guadagnoli, E., & Velicer, W. F. (1988). Relation of sample size to the stability of component patterns. *Psychological Bulletin*, *103*(2), 265–275.

Guba, E. G., & Lincoln, Y. S. (1994). Competing paradigms in qualitative research. In N. K. Denzin, & Y. S. Lincoln (Eds.), *Handbook of qualitative research* (pp. 105–117). London: Sage.

Gyllensten, K., & Palmer, S. (2005). The relationship between coaching and workplace stress: A correlational study. *International Journal of Health Promotion and Education*, *43*(3), 97–103.

Hackman, J. R., & Oldham, G. R. (1976). Motivation through the design of work: Test of a theory. *Organizational Behavior and Human Performance*, *16,* 250–279.

Hakanen, J. J., Bakker, A. B., & Schaufeli, W. B. (2006). Burnout and work engagement among teachers. *Journal of School Psychology*, *43*, 495–513.

Halford, S., Savage, M., & Witz, A. (1997). *Gender, career and organizations*. London:

Macmillan.

Hall, D. T., & Kahn, W. A. (2002). Developmental relationships at work: A learning perspective. In C. L. Cooper, & R. J. Burke (Eds.), *The new world of work: Challenges and opportunities* (pp. 49–74). Oxford: Blackwell.

Hanson, W. E., Creswell, J. W., Plano Clark, V. L., Petska, K. P., & Creswell J. D.(2005). Mixed methods research designs in counseling psychology. *Journal of Counseling Psychology, 52*(2), 224–235.

Hassan, F. (1997*). Lobbying and parliamentary process and work: The implications of including HIV/AIDS related issues in the Employment Equity Act 55 of 1998*. In: Equality or bust: Aluta continua. AIDS Law Project Policy Review and Update, (pp14-16).

Hatcher, L. (1994). *A step-by-step approach to using the SAS® System for factor analysis and structural equation modeling*. Cary, NC: SAS Institute Inc.

Hathaway, R. S. (1995). Assumptions underlying quantitative and qualitative research: Implications for institutional research. *Research in Higher Education, 36*(5), 535–562.

Haynes, S. G., & Feinlab, M. (1980). Women, work and coronary heart disease: Prospective findings from the Framingham heart study. *American Journal of Public Health, 70,* 133–141.

Hayton, J. C., Allen, D. G., & Scarpello, V. (2004). Factor retention decisions in exploratory factor analysis: A tutorial on parallel analysis. *Organizational Research Methods, 7*(2), 191–205.

Health and Safety Executive (HSE) (2001). *Tackling work-related stress: A manager's guide to improving and maintaining employee health and well-being.* Suffolk: HSE.

Hearn, J., & Parkin, W. (1988). Women, men and leadership: A critical review of assumptions, practices and change in the industrialized nations. In N. J. Adler and D. N. Izraeli (Eds.), *Women in management worldwide,* (pp. 17–40). New York: M.E. Sharpe.

Henning, E. (2004). *Finding your way in qualitative research*. Pretoria: Van Schaik.

Henslin, M. (1999). *Social problems*. New York: Prentice Hall.

Herbst, L., Coetzee, S., & Visser, D. (2007). Personality, sense of coherence and the

coping of working mothers. *South African Journal for Psychology*, *33*(3), 57–67.

Higgins, M. C., & Kram, K. E. (2001). Re-conceptualizing mentoring at work: A developmental network perspective. *Academy of Management Review*, *26*(2), 264–268.

Hirsh, W., Hayday, S., Yeates, J., & Callender, C. (1992). *Beyond the career break*. Brighton: Institute of Manpower Studies, University of Sussex.

Hobfoll, S. E. (1989). Conservation of resources: A new approach at conceptualizing stress. *American Psychologist, 44*(3), 513–524.

Hobfoll, S. E. (1998). *Stress, culture, and community: The psychology and philosophy of stress*. New York: Plenum.

Hobfoll, S. E., & Shirom, A. (1993). Stress and burnout in the workplace: Conservation of resources. In T. Golombiewski (Ed.), *Handbook of organizational behavior* (pp. 41–61). New York: Marcel Dekker.

Hochschild, A. (1997). *The time bind*. New York: Metropolitan.

Holsti, O. R. (1969). *Content analysis for the social sciences and humanities*. Reading, MA: Addison-Wesley.

Hope, S., Power, C., & Rodgers, B. (1998). The relationship between parental separation in childhood and problem drinking in adulthood. *Addiction*, *93*(4), 505–514.

Horn, J. L. (1965). A rationale and test for the number of factors in factor analysis. *Psychometrika*, *30*(2), 179–185.

House, J. (1981). *Work stress and social support*. Reading, MA: Addison-Wesley.

Janssen, P. P. M., Peeters, M. C. W., De Jonge, J., Houkes, I., & Tummers, G. E. R. (2004). Specific relationships between job demands, job resources and psychological outcomes and the mediating role of negative work-home interference. *Journal of Vocational Behavior, 65,* 411–429.

Jenkins, R. (1991). Demographic aspects of stress. In C. L. Cooper & R. Payne (Eds.), *Personality and stress: Individual differences in the stress process* (pp. 107–132). New York: Wiley.

Jewkes, R., Abrahams, N., & Mvo, Z. (1998). Why do nurses abuse patients? Reflections from South African obstetric services. *Social Science and Medicine*,

47, 1781 – 1795.

Jewkes, R., Levin, J., & Penn-Kekana, L. (2001). *Domestic violence in South Africa*. Pretoria: Women's Health Research Unit, Medical Research Council.

Jewkes, R., Penn-Kekana, L., Levin, J., Ratsaka, M., & Schrieber, M. (1999). *'He must give me money, he mustn't beat me'. Violence against women in three South African provinces.* Pretoria: Cersa (Women's Health) Medical Research Council.

Johnson, R. B., & Onwuegbuzie, A. J. (2004). Mixed methods research: A research paradigm whose time has come. *Educational Researcher*, *33*(7), 14–26.

Jones, F., & Fletcher, B. (1996). Job control and health. In M. J. Schabracq, J. A. M. Winnubst, & C. L. Cooper (Eds.), *Handbook of work and health psychology* (pp. 33–50). Chichester, England: Wiley.

Jones, E. H., & Montenegro, X. P. (1982). *Climbing the career ladder: A research study of women in school administration*. Arlington, VA: American Association of School.

Kaiser, H. F. (1961). A note on Guttman's lower bound for the number of common factors. *British Journal of Statistical Psychology*, *14*(1), 1.

Kalimo, R., Pahkin, K., Mutanen, P., & Toppinen-Tanner, S. (2003). Staying well or burning out at work: Work characteristics and personal resources as long-term predictors. *Work &Stress, 17*(2), 109–122.

Kalton, G. (1999). *Introduction to survey sampling*. Thousand Oaks, CA: Sage.

Kanter, R. M. (1977). *Work and family in the USA: A critical review and agenda for research and policy*. New York: Russell Sage Foundation.

Karasek, R. A. (1998). Demand/control model: A social, emotional, and physiological approach to stress risk and active behaviour development. In J. M. Stellman (Ed.), *Encyclopaedia of occupational health and safety* (pp. 34.6–34.14). Geneva: International Labour Organization.

Keikelame, J., & Ferreira, M. (2000). *Mpathekombi, Ya Bantu Abadala: Elder abuse in black townships on the Cape Flats (Research Report)*. Cape Town, South Africa: HSRC/UCT Centre for Gerontology.

Kerlinger, F. N., & Lee, H. B. (2000). *Foundations of behavioural research* (4th ed.). Fort Worth, TX: Harcourt.

Kinnunen, U., & Mauno, S. (1998). Antecedents and outcomes of work-family conflict

among employed women and men in Finland. *Human Relations*, *51*, 157–177.

Kirchmeyer, C. (1993). Nonwork-to-work spillover: A more balanced view of the experiences and coping of professional women and men. *Sex Roles*, *28*, 531–552.

Klasen, K & Clutterbuck, D. (2002). *Implementing mentoring schemes: A practical guide to successful programmes*. Oxford: Elsevier Butterworth-Heinemann.

Kleinke, C. L. 1991. *Coping with life challenges*. San Francisco: Brooks/Cole.

Koekemoer, F. E., & Mostert, K. (2006). Job characteristics, burnout and negative work-home interference in a nursing environment. *South African Journal of Industrial Psychology*, *32*, 87–97.

Korabik, K. (1997). Applied gender issues. In S. W. Sadava & D.R. Mc Creary (Eds.) *Applied social psychology* (pp. 292–302). Upper Saddle River, NJ: Prentice-Hall.

Kossek, E. E., & Ozeki, C. (1998). Work-family conflict, policies, and the job-life satisfaction relationship: A review and directions for organizational behavior human resources research. *Journal of Applied Psychology, 83,* 139–149.

Kottke, J. L., & Sharafinski, C. E. (1988). Measuring perceived supervisory and organizational support. *Educational and Psychological Measurement*, *48,* 1075–1079.

Kram, K. (1985). *Mentoring at work: Developmental relationships in organizational life*, Glenview, IL: Scott Foresman.

Kram, K., & Isabella, L. (1985). Mentoring alternatives: The role of peer relationships in career development. *Academy of Management Journal, 28*(1), 110–134.

Kropf, M. B. (1999). Flexibility initiatives: Current approaches and effective strategies. *Women in Management Review, 14*(5), 177–186.

Kruger, S. J., & Welman, J. C. (1999). *Research methodology for the business and administrative sciences.* Johannesburg: Thomson.

Landrine, H., & Klonoff, E. (1997). *Discrimination against women: Prevalence, consequences, remedies.* Thousand Oaks, CA: Sage.

Lawshe, C. H. (1975). A quantitative approach to content validity. *Personnel Psychology, 28*, 563–575.

Leach, M. (1990). Philosophical choice. *Journal of Education, 3*(3), 16–18.

Leclerc-Madlala, S. (1997). Infect one, infect all: Zulu youth response to the Aids epidemic in South Africa. *Medical Anthropology*, *17*, 363–380.

Lee, R. T., & Ashforth, B. E. (1996). A meta-analytic examination of the correlates of the three dimensions of burnout. *Journal of Applied Psychology, 81*(2), 123–133.

Leech, N. L., & Onwuegbuzie, A. J. (2005). *Increasing rigor in qualitative research: The array of tools for qualitative analysis.* Paper presented at the annual meeting of the Southwest Educational Research Association, New Orleans, LA.

Leiter, M. P. (1990). The impact of family resources, control coping, and skill utilization on the development of burnout: A longitudinal study. *Human Relations*, *43*(11), 1067–1083.

Leiter, M. P., & Durup, J. (1996). Work, home, and in-between: A longitudinal study of spillover. *Journal of Applied Behavioral Science*, *32*, 29–47.

Lindsey, L. L. (1997). *Gender roles: A sociological perspective* (3rd ed.). Upper Saddle River, NJ: Prentice Hall.

Lips, H. M. (2001). *Sex and gender: An introduction* (4th ed.). Mountain View, CA: Mayfield.

Llorens, S., Salanova, M., Schaufeli, W. B., & Bakker, A. B. (2007). Does a positive gain spiral of resources, efficacy beliefs and engagement exist? *Computers in Human Behavior, 23*, 825–841.

Locke, L. F., Spirduso, W. W., & Silverman, S. J. (2000). *Proposals that work: A guide for planning dissertations and grant proposals* (4th ed.). Thousand Oaks, CA: Sage.

Luk, D. M., & Shaffer, M. A. (2005). Work and family domain stressors and support: Within- and cross-domain influences on work-family conflict. *Journal of Occupational and Organizational Psychology, 78*(4), 489–508.

Maccallum, R. C., Widaman, K. F., Zhang, S., & Hong, S. (1999). Sample size in factor analysis. *Psychological Methods, 4*, 84–99.

Makhubalo, M. (2007). Max's speech for the Women's Development Programme networking function. Retrieved March 12, 2010 from

Http://Www.Bankseta.Org.Za/Wdp/Downloads/Speech_Max_Makhubalo.Doc.

Maman, S., Campbell, J. C., Sweat, M., & Gielen, A. (2000). The intersections of HIV and violence: Directions for future research and interventions. *Social Science and Medicine*, *50*, 459 – 478.

Mandela, N. (1994). Speech by President Nelson Mandela opening South Africa's first democratically elected parliament on 24 May 1994. Braamfontein, Commission on Gender Equality.

Mangeni, G. F., & Slabbert, A. D. (2005). Meeting the challenge of the work-life balance in the South African workplace. *South African Journal of Economic and Management*, *8*(4), 393–401.

Marcinkus, W. C., Whelan-Berry, K. S., & Gordon, J. R. (2007). The relationship of social support to the work-family balance and work outcomes of midlife women. *Women in Management Review, 22*(20): 86–111.

Marra, R. M., & Bogue, B. (2006). *A critical assessment of online survey tools*. Proceedings of the 2006 Women in Engineering Programs and Advocates Network (WEPAN) Conference.

Marshall, G. (Ed.). (1998). *Oxford dictionary of sociology.* London: Oxford University Press.

Martin, P. Y. (1993)*.* Feminist practice in organizations: Implications for management. In E. A. Fagenson (Ed). *Women in management: Trends, issues, and challenges in managerial diversity*, Vol. 4 (pp. 274–296). Newbury Park, CA: Sage.

Mathews, S., & Abrahams, N. (2001). *Combining stories with numbers: An analysis of the impact of the Domestic Violence Act (No. 116 of 1998) on women.* Cape Town: Gender Advocacy Programme and the Medical Research Councils Gender and Health Research Group.

Mathipa, E. R., & Tsoka, E. M. (2001). Possible barriers to the advancement of women to leadership position in the education profession. *South African Journal of Education*, *21*(4), 324–331.

Mathur-Helm, B. (2005). Equal opportunity and affirmative action for South Africa women: A benefit or barrier? *Women in Management Review*, *20*(1), 56–71.

Mathur-Helm, B. (2006). Women and the glass ceiling in South African banks: An

illusion or reality? *Women in Management Review, 21*(4), 311–326.

Mclanahan, S. (1983). Family structure and stress: A longitudinal comparison of male and female-headed families. *Journal of Marriage and the Family, 45*, 347–357.

Mclanahan, S. (1985). Single mothers and psychological distress: A test of the Stress and Vulnerability Hypothesis. In J. Greenley (Ed.) *Research in community and mental health,* Vol. 5 (pp. 253–266). Greenwich, CT: JAI.

Mclellan, K., & Uys, K. (2009). Balancing dual roles in self-employed women: An exploratory study. *South African Journal of Industrial Psychology, 35*(1), 1–10.

Meijman, T. F., & Mulder, G. (1998). Psychological aspects of workload. In P. J. Drenth, H. Thierry, & C. J. de Wolff (Eds.), *Handbook of work and organizational psychology* (pp. 5–33). Hove: Psychology Press.

Mello, D. M., & Phago, K. (2007). Affirming women in managerial positions in the South African public service. *Politeia, 26*(2), 145–158.

Merriman, S. B. (1998). *Qualitative research and case study applications in education*. San Francisco: Jossey-Bass.

Miles, M., & Huberman, A. M. (1994). *Qualitative data analysis: An expanded sourcebook* (2nd ed.). Thousand Oaks, CA: Sage.

Milwid, B. (1990). *Working with men: Professional women talk about power, sexuality, and ethics*. New York: Beyond Words.

Moller, V. (1998). Quality of life in South Africa: Post-apartheid trends. *Social Indicators Research, 43*, 27–68.

Moorosi, P. (2007). Creating linkages between private and public: Challenges facing women principals in South Africa. *South African Journal of Education, 27*(3), 507–521.

Moos, R.H. (1994). *Conceptual and empirical advances in stress and coping theory*. Paper presented at the 23rd International Congress of Applied Psychology, Madrid, Spain, July.

Mor Barak, M. E., & Levin, A. (2002). Outside of the corporate mainstream and excluded from the work community: A study of diversity, job satisfaction, and well being. *Community, Work & Family, 5*(2), 133–157.

Morgan, A. G., & Griego, O. V. (1998). *Easy use and interpretation of SPSS for Windows: Answering research questions with statistics*. London: Lawrence

Erlbaum.

Morgan, G. A., Leech, N. L., Gloeckner, G. W., & Barrett, K. C. (2007). *SPSS for introductory statistics: Use and interpretation* (3rd ed.). London: Lawrence Erlbaum.

Morrison, C. J. (2005). Gender discrimination versus equality in the police. *Acta Criminologica, 18*(3), 20–28.

Morrison, T. (1992). *Playing in the dark: Whiteness and the literary imagination*, Cambridge, MA: Harvard University Press.

Mostert, K. (2009). The balance between work and home: The relationship between work and home demands and ill health of employed females. *South African Journal of Industrial Psychology, 35*(1), 145–152.

Mouton, J. (2001). *How to succeed in your master's and doctoral studies: A South African guide and resource book.* Pretoria: Van Schaik.

Msimang, S. (2001). *Affirmative action in the new South Africa: The politics of representation. Law and equity*. Retrieved October 1, 2009 from Http://.Isiswimen.Org/Pub/Wiawcar/Affirmative.Htm.

Mtshizana, Y., & Hani, A. (2004). *Use of electronic questionnaires on handheld devices to evaluate the effects of a school-based HIV prevention programme on adolescent sexual behaviour*. Proceedings of the International Conference on Aids, Bangkok, Thailand. International Conference Aids, 2004, July 11–16; 15: Abstract No Tupec4886.

Mufweba, Y. (2003). The evolution of the women's struggle. Star, 13 December page 15.

Muijs, D. (2004). *Doing quantitative research in education with SPSS*. New York: Sage.

Mukoma, W., Matthews, C., Flischer, A. J., Seebregts, C., Jansen, S., Ahmed, N., Klepp, K. I., & Myers, M. D. (1997). *Qualitative research in information systems*. Retrieved December, 2, 2008 from Http://Www.Isworld.Org/Isworld/Botlink.Html.

Myers, M. D. (1997). Qualitative research in Information Systems. *MIS Quarterly, 21*(2), 241–242.

Myers, J. L., & Well, A. D. (2003). *Research design and statistical analysis.* London: Lawrence Erlbaum.

Nagtegaal, A. M. M. (1992). *Perception of organizational climate and the impact of organizational commitment*. Unpublished Honours Paper, University of Pretoria, Pretoria.

Naicker, R., & Fouché, C. (2003). The evaluation of an insourced employee assistance programme. *South African Journal of Human Resources Management, 1*(1), 25–31.

Netemeyer, R. G., Bearden, W. O., & Sharma, S. (2003). *Scaling procedures, issues and applications*. Thousand Oaks, CA: Sage.

Neuman, W. L. (2006). *Social research methods: Qualitative and quantitative approaches* (6th ed.). Boston, MA: Allyn and Bacon.

Nunnally, J. C., & Bernstein, I. H. (1994). *Psychometric theory* (3rd ed.). New York: McGraw-Hill.

O'Connor, B. P. (2000). SPSS and SAS programs for determining the number of components: Using parallel analysis and Velicer's Map Test. *Behavior Research Methods, Instruments & Computers, 32*, 396–402.

Oldfield, G.R., & Mostert, K. (2007). Job characteristics, ill health and negative work-home interference in the mining industry. *South African Journal of Industrial Psychology*, *33*(2), 68–75.

Oldham, G.R., & Hackman, J.R. (1981). Relationships between organization structure and employee reactions: Comparing alternative frameworks. *Adminsitrative Science Quarterly*, *25,* 66–83.

Oluwole, D. A., Hammed, A. T., & Awaebe, J. I. (2008). Patterns of stress, social support, and mental health among Nigerian women. *Advancing Women in Leadership Journa*l, *27*. Retrieved December, 2, 2008 from Www.Advancingwomen.Com/Awl/Awl_Wordpress_Id=83.

Onwuegbuzie, A. J., & Leech, N. L. (2005). Taking the 'Q' out of research: Teaching research methodology courses without the divide between quantitative and qualitative paradigms. *Quality & Quantity*, *39*, 267–296.

Onwuegbuzie, A.J., & Collins, K. M. T. (2005). *A typology of mixed methods sampling designs in social science research*. Paper presented at the Annual Meeting of the Southwest Educational Research Association 9–12 February 2005. New Orleans, LA.

Onwuegbuzie, A. J., & Collins, K. M. T. (2007). A typology of mixed methods sampling

designs in social science research. *The Qualitative Report*, 12, 281-316.

Oosthuizen, C. M., & Wissing, M. P. (2005). Prevalence of violence against women: Distress, coping and psychological well-being. Surviving the fire? *South African Journal of Psychology, 35*, 637–656.

Oppenheim, A. N. (1996). *Questionnaire design, interviewing and attitude measurement* (3rd ed.). London: Pinter.

Outwater A., Abrahams, N., & Campbell, J. C. (2005). Women in South Africa: intentional violence and HIV/Aids: Intersections and prevention. *Journal of Black Studies*, *35*(4), 135–154.

Paolo, A. M., Bonamino, G. A., Gibson, D., Patridge, T., & Kallail, K. (2000). Response rate comparisons of email and mail distributed student evaluations. *Teaching and Learning in Medicine, 12*(2), 81–84.

Parasuraman, S., Greenhaus, J. H., & Granrose, C. S. (1992). Role stressors, social support, and well-being among two-career couples. *Journal of Organizational Behavior, 13*, 339–356.

Parasuraman, S., Purohit, Y. S., & Godshalk, V. M. (1996). Work and family variables, entrepreneurial career success, and psychological well-being. *Journal of Vocational Behavior, 48*, 275–300.

Parasuraman, S., & Greenhaus, J. H. (1997). The changing work of work and family. In S. Parasuraman & J. H. Greenhaus (Eds.), *Integrating work and family: Challenges and choices for a changing world* (pp. 3–14). Westport, CT: Quorum.

Parasuraman, S., & Greenhaus, J. H. (2002). Toward reducing some critical gaps in work-family research. *Human Resource Management Review*, *12*(3), 299–312.

Parsloe, E., & Wray, M. J. (2000). *Coaching and mentoring: Practical methods to improve learning*. London: Kogan Page.

Patel, C. J., Govender, V., Paruk, Z., & Ramgoon, S. (2006). Working mothers: Family-work conflict, job performance and family/work variables. *South African Journal of Industrial Psychology, 32*(2), 39–45.

Patton, M. (1990). *Qualitative evaluation and research methods.* Newbury Park, CA: Sage.

Pett, M. A., Lackey, N. R., & Sullivan, J. J. (2003). *Making sense of factor analysis*.

Thousand Oaks, CA: Sage.

Pillay, P. (1986). Women in employment in South Africa: Some important trends and issues. *Industrial Relations Journal*, 2nd Quarter, 4–21.

Pitzer, R. (1999). *Conflicts between work and family life*. Minneapolis, MN: University of Minnesota.

Ramos, B. M., Carlson, B. E., & McNutt, L. A. (2004). Lifetime abuse, mental health, and African American Women. *Journal of Family Violence*, *19*, 153–164.

Ramsaroop, A., & Brijball Parumasur, S. (2007). The prevalence and nature of sexual harassment in the workplace: A model for early identification and effective management thereof. *South African Journal of Industrial Psychology*, *33*(2), 25–33.

Republic of South Africa. (1983). *White Paper on the Provision of Education in the Republic of South Africa.* Pretoria: Government Printers.

Republic of South Africa. (1995a). *White Paper on the Transformation of the Public Service in the Republic of South Africa*. Pretoria: Government Printers.

Republic of South Africa. (1995b). *Labour Relations Act, 66 of 1995.* Pretoria: Government Printer.

Republic of South Africa. (1996a). *Constitution of the Republic of South Africa Act, 108 of 1996*. Pretoria: Government Printer.

Republic of South Africa. (1996b). *White Paper on Affirmative Action in the Republic of South Africa.* Pretoria: Government Printers.

Republic of South Africa. (1996c) *Governmental white paper on welfare*. Government Gazette, February, No 16943. Pretoria: Government Printer.

Republic of South Africa. (1997a). *The Basic Conditions of Employment Act*, *Act 75 of 1997*. Pretoria: Government Printer.

Republic of South Africa. (1997b). *White Paper on Human Resources Management in the Public Service in the Republic of South Africa*. Pretoria: Government Printers.

Republic of South Africa. (1998a). *The Skills Development Act*, *Act 97 of 1998*. Pretoria: Government Printer.

Republic of South Africa. (1998b). *Labour Relations Amendment Act, Act 127 of 1998.*

Pretoria: Government Printer.

Republic of South Africa. (1998c). *The Domestic Violence Act*, *Act 116 of 1998*. Pretoria: Government Printer.

Republic of South Africa. (1998d)*. Employment of Equity Act 55 of 1998*. Pretoria: Government Printer.

Republic of South Africa. (1998e). *White Paper on Affirmative Action in the Public Service*. Pretoria : Government Printer

Republic of South Africa. (1999a). *The Skills Development Levies Act*, *Act 9 of 1999*. Pretoria: Government Printer.

Republic of South Africa. (2001a). *How best can South Africa address the horrific impact of HIV/AIDS on women and girls?* Joint Monitoring Committee Report on the Improvement of the Quality of Life & Status of Women.

Republic of South Africa. (2001b).*Unemployment Insurance Act, Act 63 of 2001*. Pretoria: Government Printer.

Republic of South Africa. (2002a). *Promotion of Equality and Prevention of Unfair Discrimination Act, Act 4 of 2000*. Pretoria: Government Printer.

Republic of South Africa. (2002b). *Basic Conditions of Employment Act, Act No75 of 1997 as amended in 2002.* Pretoria: Government Printer.

Republic of South Africa. (2002c). *Employment Act*. Pretoria: Government Printer

Republic of South Africa. (2003). *Broad-based Black Economic Empowerment Act,* (Act 53 of 2003) Pretoria: Government Printer.

Reskin, B., & Padavic, I. (1994). *Women and men at work.* Thousand Oaks, CA: Pine Gorge Press.

Reskin, B., & Padavic, I. (2001). Sex differences in moving up and taking charg*e. I*n L. Richardson, V. Taylor, & N. Whittier (Eds.), *Feminist frontiers* (pp. 209–265) ((5th ed.). Boston, MA: McGraw-Hill.

Robbins, I. R., & McFadden, J. R. (2003). Single mothers: The impact of work on home and the impact of home on work. *Journal of Family and Consumer Sciences Education, 21*(1), 1–10.

Rogers, M. F. 1998. *Contemporary feminist theory.* Boston, MA: McGraw-Hill.

Rosnow, R. L., Rosenthal, R., & Rubin, D. B. (2000). Contrasts and correlations in

effect-size estimation. *Psychological Science, 11*, 446–453.

Ross, J. (1999). Ways of approaching research. Retrieved January 26, 2009 from Http://Fortunecity.Com/Greenfild/Grizzly/432/Rra3.Ht.

Rotondo, D. M., Carlson, D. S., & Kincaid, J. F. (2003). Coping with multiple dimensions of work-family conflict. *Personal Review, 32*(3), 275–296.

Rotter, J. B. (1996). *Generalised expectancies for internal versus external control of reinforcement.* Psychological Monographs. General and Applied, Serial Number 609, *80*(1), 1–28.

Ruderman, M. N., Ohlott, P. J., Panzer, K., & King, S. N. (2002). Benefits of multiple roles for managerial women. *Academy of Management Journal*, *45*, 369–386.

Samdahl, D. M. (1999). Epistemological and methodological issues in leisure studies. In E. J. Jackson, & T. L. Burton (Eds.), *Leisure studies: Prospects for the twenty-first century* (pp. 119–133). State College, PA: Venture.

Samson, M. (1997). Globalisation: Women pay the price. *South African Labour Bulletin*, *21*(1), 8–13.

Sapnas, K. G., & Zeller, R. A. (2002). Minimizing sample size when using exploratory factor analysis for measurement. *Journal of Nursing Measurement, 10*(2), 135–154.

Sarantakos, S. (2004). *Social research* (3rd ed.). London: Palgrave Macmillan.

Saunders, M., Lewis, P., & Thornhill, A. (2007). *Research methods for business students* (4th ed.). Harlow: Pearson.

Scandura, T. A. (1992). Mentorship and career mobility: An empirical investigation. *Journal of Organizational Behavior*, *13*, 169–174.

Schaeffer, D. R., & Dillman, D. A. (1998). Development of standard e-mail methodology: Results on an experiment. *Public Opinion Quarterly, 62*(3), 378–397.

Schaufeli, W. B. & Enzmann, D. (1998). *The burnout companion to study and practice: A critical analysis.* London: Taylor and Francis.

Schaufeli, W. B., & Bakker, A. B. (2004). Job demands, job resources, and their relationship with burnout and engagement: A multi-sample study. *Journal of Organizational Behavior, 25*, 293–315.

Schaufeli, W. B., & Buunk, B. P. (1996). Professional burnout. In M. J. Schabracq, J.

A. M. Winnubst, & C. L. Cooper (Eds), *Handbook of work and health psychology* (pp. 311–346). Chichester: Wiley & Sons.

Schaufeli, W. B., & Salanova, M. (2007). Work engagement: An emerging psychological concept and its implications for organizations. In S. W. Gilliland, D. D. Steiner, & D. P. (Eds), *Research in social issues in management* (pp. 135–177). Greenwich, CT: Information Age Publishers.

Schein, V. E. (2007). Women in management: Reflections and projections. *Women in Management Review*, *22*(1), 6–18.

Schepers, J. M. (2004). Overcoming the effects of differential skewness of test items in scale construction. *South Africa Journal of Industrial Psychology*, *30*(4), 27–43.

Schreuder, A. M. G., & Theron, A. L. (2001). *Careers: An organisational perspective.* Landsdowne: Juta.

Schuchardt, J., & Guadagno, M. A. N. (1991). A comparison of lower middle income two-parent and single-mother. *Economics Review*, *4*(2), 9–17.

Schulze, S. (2003). Views on the combination of quantitative and qualitative research approaches, *Progressio*, *25*(2), 8–20.

Shannon, D. M., Johnson, T. E., Searcy, S., & Lott, A. (2002). Using electronic surveys: Advice from survey professionals. *Practical Assessment, Research and Evaluation*, *8*(1). Retrieved March 6, 2010 from Http://Pareonline.Net/Getvn.Asp?V=8&N=1.

Sheehan, K. (2001). E-mail survey response rates: A review. *Journal of Computer Mediated Communication*, *6*(2), 1–19. Retrieved March 10, 2009 from *Jcmc.Indiana.Edu/Vol6/Issue2/Sheehan.Html.*

Sills, S. J., & Song, C. (2002). Innovations in survey research: An application of web surveys. *Social Science Computer Review, 20*(1), 22–30.

Smith, C., & Dainty, P. (1991). *The management research handbook*. London: Routledge.

Snyman, I. (1987). *Enkelouerskap in Pretoria: Probleemdimensies, stutfaktore en die behoeftes aan gemeenskapsfasiliteit by 300 enkelouer gesinne.* Pretoria: RGN.

Sommer, B., & Sommer, R. (1991). *A practical guide to behavioural research; tools*

and techniques (3rd ed.). New York: Oxford University Press.

South African Human Development Report. 2003. *The challenge of sustainable development in South Africa: Unlocking people's creativity*. Cape Town: Oxford University Press.

Spector, P. E. (1992). *Summated rating scale construction: An introduction.* Newbury Park, CA: Sage.

Spencer, S. J., Steele, C. M., & Quinn, D. M. (1999). Stereotype threat and women's math performance. *Journal of Experimental and Social Psychology, 35,* 4-28

Statistical Package for the Social Sciences (SPSS) for Windows (Version 17.0).

Statistics South Africa. (1996). *The people of South Africa Population Census, Census in Brief*. Pretoria: Statistics South Africa.

Statistics South Africa. (2001). *Census in brief*. Pretoria: Statistics South Africa.

Statistics South Africa (2003). General Household Survey 2002. Pretoria: Statistics South Africa.

Stone K., & Coetzee, M. (2005). Levelling the playing field: Reducing barriers to mentoring for women protégés in the South African organisational context. *South Africa Journal of Human Resources Management*, *3*(3), 33–39.

Strauss, A., & Corbin, J. (Eds.). (1990). *Basics of qualitative research: Grounded theory procedures and techniques.* Newbury Park, CA: Sage.

Streiner, D. L. (2003). Being inconsistent about consistency: When coefficient alpha does and doesn't matter. *Journal of Personality Assessment*, *80*(1), 99–103. [Online] Retrieved June 13, 2009 from Http://web.Ebscohost.Com.Innopac.Up.Ac.Za/Ehost/Pdf.

Sudman, S., & Blair, E. (1998). *Marketing research: A problem solving approach*. New York: Irwin/McGraw-Hill.

Sunday Times, 2009, 12 July : 3

Tabachnick, B. G., & Fidell, L. S. (2007). *Using multivariate statistics* (5th ed.). Boston, MA: Allyn & Bacon.

Tashakkori, A. & Teddlie, C. (2003). *Handbook of mixed methods in social & behavioral research*. Thousand Oaks, CA: Sage.

Tashakkori, A. & Teddlie, C. (2008). *Handbook of mixed methods in social &*

behavioral research. Thousand Oaks, CA: Sage.

Thach, L. (1995). Using electronic mail to conduct survey research. *Educational Technology, 35*(2), 27–31.

The Graduate. 1999. Pretoria. 10.

Thomas, L. T., & Ganster, D. C. (1995). Impact of family-supportive work variables on work-family conflict and strain: A control perspective. *Journal of Applied Psychology, 80*, 6–15.

Uebersax, J. S. (2006). Likert scales: Dispelling the confusion. *Statistical methods for rater agreement.* [Online] Retrieved March 13, 2010 from: Http://John-Uebersax.Com/Stat/Likert.Htm

UNAIDS. (2002). *Report on the global HIV/AIDS epidemic.* Geneva: World Health Organization.

Unit for Gender Research in Law (UGRL) – UNISA. (1998). *Women & the law in South Africa: Empowerment through enlightenment.* Kenwyn: Juta.

Väänänen, A., Toppinen-Tanner, S., Kalimo, R., Mutanen, P., Vahtera, J., & Peiró, J. M. (2003). Job characteristics, physical and psychological symptoms, and social support as antecedents of sickness absence among men and women in the private industrial sector. *Social Science and Medicine, 57,* 807–824.

Valcour, M. (2007). Work-based resources as moderators of the relationship between hours and satisfaction with work-family balance. *Journal of Applied Psychology, 92*(6), 1512–1523.

Van Aarde, A., & Mostert, K. (2008). Work-home interaction of working females: what is the role of job and home characteristics? *South Africa Journal of Industrial Psychology, 34*(3), 1–10.

Van den Berg, H. S., & Van Zyl, E. S. (2008). A cross-cultural comparison of the stress experienced by high-level career women. *South African Journal of Industrial Psychology, 34*(3), 17– 21.

Van der Westhuizen, C., Goga, S., & Oosthuizen, M. (2007). *Women in the South African labour market: 1995–2005.* South African Department of Labour, Development Policy Research Unit. Retrieved January 22, 2008, from the World Wide Web: Http://Www.Labour.gov.za.

Van der Westhuizen, P. C. (1997). *Effective educational management.* Pretoria: Kagiso.

Van Zyl, B., & Roodt, G. (2003). Female perceptions on employment equity: Is the glass ceiling cracking? *South Africa Journal of Human Resource Management*, *1*(2), 13–20.

Viswesvaran, C., Sanchez, J., & Fisher, J. (1999). The role of social support in the process of work stress: A meta-analysis. *Journal of Vocational Behavior*, *54*, 314–334.

Voydanoff, P. (2005a). Toward a conceptualization of perceived work-family fit and balance: A demands and resources approach. *Journal of Marriage and Family, 67*, 822–830.

Voydanoff, P. (2005b). Work demands and work-to-family and family-to work conflict: Direct and indirect relationships. *Journal of Family Issues, 26*, 707–726.

Waldrop, A. E., & Resick, P. A. (2004). Coping among adult female victims of domestic violence. *Journal of Family Violence, 19*(5), 291–302.

Wallis, T., & Price, L. (2003). The relationship between work-family conflict and central life interests amongst single working mothers. *South Africa Journal of Industrial Psychology, 29*(1), 26–31.

Warr, P. B. (1987). *Work, unemployment, and mental health.* Oxford: Clarendon.

Watt, J. H. (1999). Internet systems for evaluation research. In G. Gay & T. L. Bennington (Eds.), *Information Technologies in evaluation: Social, moral epistemological and practical implications* (pp. 23–44). San Francisco: Jossey-Bass, No. 84.

Weber, R. (2004). The rhetoric of positivism versus interpretivism: A personal view. *MIS Quarterly*, *28*(1), ii–xii.

Weiten, W. (1989). *Psychology themes and variations*. Pacific Grove, CA: Brooks/Cole.

Welman, J. C., & Kruger, S. J. (1999). *Research methodology for the business and administrative sciences.* Johannesburg: Thomson.

Weyer, B. (2007). Twenty years later: Explaining the persistence of the glass ceiling for women leaders. *Women in Management Review*, *22*(6), 482–496.

Whitehead, T., & Kotze, M. E. (2003). Career and life-balance of professional women: A South African study. *South Africa Journal of Human Resource Management*, *1*(3), 77–84.

WHO. (2002). *WHO report on violence and health*. Geneva: World Health Organisation.

Wilbur, J. (1987). Does mentoring breed success? *Training and Development Journal*, *41*(11), 38–41.

Williams, K. J., & Alliger, G. M. (1994). Role stressors, mood spillover, and perceptions of work-family conflict in employed parents. *Academy of Management Journal*, *37*(4), 837–868.

Williams, S., & Cooper, C. L. (1998). Measuring occupational measuring stress: development of the pressure management indicator. *Journal of Occupational Health Psychology*, *3*(4), 306–321.

Winks, S. D. A. (2008). Statistical data analysis. Retrieved June 10, 2010 from http://www.texasoft.com/winkmann.html.

Wood, S. J., De Menezes, L. M., & Lasaosa, A. (2003). Family-friendly management in Great Britain: Testing various perspectives. *Industrial Relations, 42*(2), 221–250.

World of Work. (1997). *The Magazine of the ILO*, *19,* March, 7–9.

York, R. O. (1998). *Conducting social work research: An experiential approach*. Boston, MA: Allyn & Bacon.

Yun, G. W., & Trumbo, C. W. (2000). Comparative response to a survey executed by post, e-mail, and web form. *Journal of Computer Mediated Communication*, *6*(1), 1–24. Retrieved March 8, 2010 from Jcmc.Indiana.Edu/Vol6/Issue1/Yun.Html.

Zedeck, S. (1992). *Work, families, and organizations*. San Francisco: Jossey-Bass

Zeidner, M., & Endler, N. S. (1996). *Handbook of coping: Theory, research, applications*. New York: Wiley.

Zulu, C. (2003). Gender representation patterns in Higher Education management in South Africa. *South African Journal of Higher Education, 17*(1), 98–104*.*

Zwick, R. (1985). Nonparametric one-way multivariate analysis of variance: A computational approach based on the Pillai-Bartlett Trace. *Psychological Bulletin*, *97,* 148–152.

APPENDIX A

INTERVIEW SCHEDULE

SECTION A

DEMOGRAPHIC DATA

1. How old are you?

Years	

2. Are you single or married?
Relationship status

Single	1
Married	2

3. How long have you been in the organisation?

Years	

4. Work arrangement.

Full-time	1
Part-time	2
Contract	3

5. Job classification.

Skilled	1
Middle Management	2
Senior Management	3

6. How many hours do you work in a typical week?

Hours	

7. How many dependants do you have?

Number of children	
Other family	

| 8. | Have you had any major event happen to you in the last three months which had a bad effect on you e.g death of a close one? | Yes | 1 |
| | | No | 2 |

9.	How many days of sick leave have you taken in the last three months?	Days

| 10 | Are you subject to any ongoing negative pressure that started more than three months ago and is still having an impact? | Yes | 1 |
| | | No | 2 |

11   How important is your career to you?

Not Important 1 2 3 4 5 6 Very Important

SECTION B: INTERVIEW QUESTIONS

1. What pressures do single mothers in management and professional occupations encounter?

2. Do single mothers in management and professional occupations experience social isolation?

3. What kinds of pressure do single mothers face from balancing home and work?

4. What kinds of daily hassle, i.e. day-to-day irritants in the workplace, do they face at work?

5. What impact do these pressures have on their job performance, job satisfaction, career goal and aspirations?

6. Do single mothers in management and professional occupations experience greater sexual harassment?

7. What coping strategies do single mothers in management and professional occupations adopt and with what success?

8. What are the strategies implemented by organisations to support single mothers?

APPENDIX B

THEORETICAL MODEL BASED ON THE QUALITATIVE ANALYSIS OF THE PRESSURES AND EXPERIENCES THAT SINGLE MOTHERS FACE

Stressors/Pressures	Response pattern	The Effects/Emotional and Behavioural outcomes
1. Difficulty in reconciling work demands with family responsibilities	This was largely due to the fact that 70% of the single mothers interviewed were responsible for managing and supervising other people, thus they had to multitask by trying to juggle home chores with work stress and work demands. There was also a need to try and balance work and family because most had to get to work early and sometimes attend meetings after work. 70% of the women had problems with reconciling demands (especially deadlines at work with demands at home).	*Due to this stressor they experienced high levels of role conflict, sheer exhaustion, fatigue and a lack of organisational commitment.*
2. Limitations in job choices	60% of the women interviewed reported that they had limited their choice of job to those which did not involve travel or too much after-hours working, which, in effect, limited their career development as a result. The majority of women in the sample changed jobs or career fields in order to find work which would accommodate their family responsibilities better.	*Lack of job satisfaction and career development*
3. Lack of support	Lack of support was seen as a constant source of pressure, 'being a mum and dad' at the same time and also due to the fact that very few had access to support from the extended family. 80% of the single mothers experienced difficulty in finding a support system to look after a child, especially when the child took ill and the mothers were required to take off from work.	*Depression and low energy levels*
4. **Work-family conflict**	70% of the women complained that they experienced pressure in the work environment, especially when it came to work overload. They	*Lack of job satisfaction and family satisfaction, stress symptoms*

	experienced problems in balancing work and family responsibilities and demands. They also experienced pressure in the family environment, for example, the presence of young children and having the primary responsibility for children as discussed earlier. 50% of the women interviewed went on to say that they experienced interpersonal conflict within the family unit, for example, unsupportive family members.	
5.Time pressure	90% of the women interviewed described a situation where most were already 'stretched to the limit' in terms of time and energy, and therefore gave priority to manageable working hours above status or financial reward.	*Lack of energy*
6. Financial pressure	90% of the women interviewed carried the sole responsibility for providing financially for the family. The single mothers in the sample therefore described a greater need to earn, both to provide for the immediate needs of their children, and for longer-term financial security. Lack of money was a problem, both for meeting day-to-day financial commitments and having little available for 'extras'.	*Lack of contentment and high anxiety levels*
7. Feelings of isolation	Nearly 90% of the women sampled felt excluded from a prevailing 'couples culture' and were seldom invited to mixed gatherings, and some reported that they were judged negatively by the church and married women, because society tends to look down on single mothers. The pressures resulting from being a member of a minority group have been well documented. In addition to inhibiting their opportunities for recreation and social activities, this was an additional source of stress for the women surveyed.	*Feeling neglected and discriminated against*
8. Illness of children and child care arrangements	Illness of a child was perceived as a great source of pressure, because 70% of the women had to be frequently absent from work because of their child's illness. In the case of childcare, the single mothers experienced difficulties associated with after-hours work,	*High level of pressure and fatigue*

	especially when they were required to work late. The single mothers were not able to rely on partners for help with after-work childcare; moreover their choice of childcare (after work) provision was also more limited, because of a lack of money.	
9. The need to prove themselves	50% of the women interviewed felt pressurised constantly to prove themselves at their place of work. This is in conjunction with the need for personal development.	*High level of strain*
10. Absence of mentors	40% of the women felt that the absence of a mentor was a source of pressure for them, because they had no one to turn to or look up to for advice when tackling problems at home and at work.	*Feelings of neglect*

APPENDIX C:

THE FRAMEWORK QUESTIONNAIRE

UNIVERSITEIT VAN PRETORIA
UNIVERSITY OF PRETORIA
YUNIBESITHI YA PRETORIA

DEPARTEMENT MENSLIKE HULPBRONBESTUUR

DEPARTMENT OF HUMAN RESOURCE MANAGEMENT

Tel.: 012-420-3074

Fax: 012-420-3574

Participation in a Research Study: University of Pretoria

PRESSURES FACING SINGLE MOTHERS IN PROFESSIONAL AND MANAGEMENT POSITIONS

Dear Respondent

The purpose of this questionnaire is to establish the relevance of a number of constructs on the pressures and issues that single working mothers with dependants may experience. This questionnaire forms part of the PhD (Organisational Behaviour) study of Buki Sonubi at the University of Pretoria at the Department of Human Resource Management under the supervision of Prof. Leo Vermeulen.

The objective of the study is to contribute to the existing body of knowledge on the management of pressures facing single mothers in professional occupations and in management positions in South African organisations.

After interviewing a total of 17 working mothers, nine domains related to problems, stressors and issues facing mothers in professional occupations and management positions were identified. The nine domains are:

reconciliation of work demands with family responsibilities;

personal support;

time pressure;

financial pressure;

feelings of isolation;

childcare arrangements;

need to improve oneself;

absence or presence of mentors; and

Organisational support.

By completing this questionnaire, you will make a large contribution to our understanding of which of the statements in the questionnaire are relevant/essential to reflect the different dimensions/domains we are interested in. This will help to determine the content validity of the items and their relevance to the nine domains.

It should take only about 30 minutes or less to complete the questionnaire. Your responses and other details will be considered highly confidential. All the responses will be analysed and only the consolidated results will be made available.

In order to ensure the integrity of the conclusions drawn from this survey, it is important that you consider all the statements/items. Please email the completed questionnaire to bukisonubi@yahoo no later than 18 June 2008.

DEMOGRAPHIC DETAIL

Title	
How old are you?	
Gender	
Are you single or married? Relationship status:	
How long have you been in the organisation/ have you been practising your profession?	
Job classification	
Highest qualification	
How many dependants do you have?	

INSTRUCTIONS

In order to answer this questionnaire, please indicate whether you consider the listed statements/items relevant.

The information we get from you will help us to establish how relevant the statements are to assessing the domains in this study.

There are no right or wrong answers.

Please consider each item individually, based on your experience. Indicate your answer with an 'X' in either the 'Relevant/Essential', 'Useful but not essential' or 'Not necessary' category.

Please mark only **one** of the 3 (three) options in each item.

If you mark a statement as **'Relevant/Essential'**, that means that you agree that the aspect is strongly related to the domain and context.

If you mark a statement as **'Useful, but not relevant/essential'**, that means that you consider the aspect to be related to the topic, but that you do not think that it is important to include it in the questionnaire.

If you mark a statement as **'Not relevant/necessary,'** that means that you do not think that the statement is associated with pressures and issues that single working mothers with dependants may experience.

Example of response options:	Relevant / Essential	Useful, but not essential	Not relevant/ necessary
The price of gold affects single working mothers' development.			X
Mentorship is needed for the development of single working mothers.	X		
Single working mothers should be encouraged to study.		X	

Are the following (positively and negatively worded) statements/items relevant in assessing/measuring the nine domains/constructs?

Please evaluate the relevance of the item/statement of each domain by simply putting a cross in a block that matches your opinion.

NOTE. If you think that an item is **not** relevant in the <u>particular domain</u> where it is listed, but you feel that it is relevant/essential in one of the other domains, please mark it as 'relevant/essential' and **write the number** of the applicable domain in the last column.

1. RECONCILING WORK DEMANDS WITH FAMILY RESPONSIBILITIES	Relevant/ essential	Useful, but not essential	Not relevant/ necessary	Applicable behavioural domain
I balance my work and family time.				
My job keeps me away from my family.				

I am able to 'switch off' at home.				
I have time to do things with the family.				
My time off matches my family members' schedules.				
Responsibilities at home do not put me under strain.				
I am pursuing a career at the expense of my home life.				
I am comfortable with the arrangements for my children while I am working.				
People at work think my family responsibilities interfere with my work.				
Work demands affect my relationship with my child/children negatively.				
I have little influence over what happens to me at work.				
I spend enough time with my family.				
I wish I had more time to do things with my family.				
There are conflicting job tasks and family demands in the role I play.				
When I go to bed at night, my mind is not occupied by tasks I have to do the following day.				
There is stability and dependability in my home life.				
I get so involved with my job that I feel a conflict of loyalty between my home and work responsibilities.				
Responsibilities at home do not put me under strain.				
Family demands have a favourable influence on my work.				
I feel physically drained when I get home from work.				
I feel emotionally drained when I get home from work.				
My job improves the quality of my life.				
I am in a job with a schedule flexible enough to let me meet my family responsibilities.				
2. PERSONAL SUPPORT	Relevant/ essential	Useful, but not essential	Not relevant/ necessary	Applicable behavioural domain
Finding someone to look after my child/children when I cannot be with him/her/them is not a problem.				
I get enough help and support from my child's/children's father(s).				

I feel comfortable asking my co-workers for their help.				
My supervisor is concerned about my welfare.				
People offer to help me without having to be asked.				
It is easy to get help from my colleagues.				
I lack social support from people at my work.				
My friends are supportive and helpful.				
There is practical support from others outside work.				
My parents are supportive and helpful.				
3. TIME PRESSURE	Relevant/ essential	Useful, but not essential	Not relevant/ necessary	Applicable behavioural domain
I have enough time for myself.				
I often have too much to do in too little time.				
Unrealistic deadlines for the completion of work are not a regular occurrence.				
I usually leave work on time.				
My job leaves me enough time to spend with my family and friends.				
I wish I had more time to do things with my family.				
I spend quality time with my friends.				
I do not work overtime during weekends.				
I am overwhelmed with the workload I face each day.				
The hours I work make it difficult to look after my child/children.				
I feel I have to rush to get everything done each day.				
4. FINANCIAL PRESSURE	Relevant/ essential	Useful, but not essential	Not relevant/ necessary	Applicable behavioural domain
I am in serious debt.				
I do not have enough money to give my (child/children) what they need.				
I feel that I am not meeting all of my child's/children's needs.				
Sacrificing for my children is a part of single parenthood.				
There is no great need to earn because of financial security.				
I do not have enough money to cover				

medical and dental care.				
My work input is adequately remunerated.				
My fringe benefits are good.				
There is financial support from others outside work.				
I would love to move to a better home, but do not have sufficient funds to do so.				
I am financially independent.				
5. FEELINGS OF ISOLATION	Relevant/ essential	Useful, but not essential	Not relevant/ necessary	Applicable behavioural domain
I feel socially isolated.				
My identity is based solely on being a parent.				
My job gives me a welcome break from housework and my child/children.				
I feel that I am less likely to get chosen for certain assignments because of 'who I am' (e.g. a single mother).				
When I am with my friends, I am able to be completely myself and relax.				
I am invited to gatherings often.				
I enjoy life outside of work.				
I have extensive interests and activities outside work.				
When I have a problem, there is someone I can confide in and talk it over with.				
6.CHILDCARE ARRANGEMENTS	Relevant/ essential	Useful, but not essential	Not relevant/ necessary	Applicable behavioural domain
If my child/children fall ill, there is someone who can stay home and look after him/her/them.				
I am comfortable with the arrangements for my child when I am at work.				
Making arrangements for my children while I work does not involve lots of effort.				
I can usually get a babysitter if I want to go out in the evening.				
It is easy to find someone to look after my child/children when I cannot be with him/her/them.				
I get support when I have to take my child/children to a clinic/hospital.				
I do not feel guilty about leaving my child/children when I go out to work.				

I meet my child's/children's emotional needs and social development needs.				
I worry about my child/children when I am at work.				
My child's/children's health is not affected when he/she/they is/are placed in child care.				
7. THE NEED TO IMPROVE ONESELF	Relevant/ essential	Useful, but not essential	Not relevant/ necessary	Applicable behavioural domain
The people I work for find it easier to blame than to praise.				
I often feel undervalued.				
I am not especially achievement-oriented.				
There is inadequate training and development at my place of work.				
When obstacles get in the way of my advancement, I keep trying.				
My goal is to reach the top in my career.				
It is not important to me to keep moving up in the hierarchy.				
I feel that in my job I can develop or grow personally.				
I have some influence over what happens to me at work.				
I have a lot of discretion in my work.				
My job taps into the range of skills which I feel I possess.				
I keep up with new techniques, ideas, technology or innovations.				
I get adequate feedback about my own performance.				
There is potential for career advancement in my job.				
There are opportunities for personal development in my job.				
It is important to me to be seen as very successful.				
8. PRESENCE OF MENTORS	Relevant/ essential	Useful, but not essential	Not relevant/ necessary	Applicable behavioural domain
My manager encourages me to discuss my career and family problems.				
When my manager gives me advice, s/he makes me feel stronger.				

My manager encourages me to discuss positive/negative feelings that I may have about my ability to succeed.				
My manager guides me towards identifying problem areas in my work and helps me find the best solution.				
My manager is always available when needed.				
My manager is not intimidating, s/he is easy to approach at anytime.				
My manager gives me constructive feedback skilfully.				
My manager serves a role model for achieving balance between personal and professional life.				
My manager is a good listener.				
My manager encourages me to review my strategies for managing my life while pursuing my career goals.				
9 ORGANISATIONAL SUPPORT	Relevant/ essential	Useful, but not essential	Not relevant/ necessary	Applicable behavioural domain
My organisation makes childcare provision for its employees.				
There is great flexibility in my organisation.				
My organisation appreciates any extra effort from me.				
My organisation ignores any complaint from me.				
There is job sharing in my organisation.				
There is an option to work from home in my organisation.				
A flexible work schedule is made available in my organisation.				
My organisation has policies to support mothers in securing a realistic work life balance.				
My organisation has on-site child care.				
My organisation brings in additional resources to handle workload.				
My organisation shows an awareness of how much pressure mothers deal with.				
My organisation has an open-door policy.				
My organisation provides information on additional sources of support.				
There is financial support for mothers with career responsibilities in my organisation.				
My organisation takes an interest in mothers' personal lives.				

My organisation consults with mothers when making decisions about their work load.				
Help is available from my organisation when I have a problem.				
My organisation really cares about my well-being.				
My organisation tries to make my job as interesting as possible.				
My organisation is willing to help me when I need a special favour.				
My organisation shows little concern for me.				
If the organisation could hire someone to replace me, paying the person a lower salary, it would do so.				

Thank you.

This information will be processed only in accordance with the provisions of the Data Protection Act and any other relevant legislation.

Please return this form to the researcher:

bukisonubi@yahoo.com.

UNIVERSITEIT VAN PRETORIA
UNIVERSITY OF PRETORIA
YUNIBESITHI YA PRETORIA

DEPARTEMENT MENSLIKE HULPBRONBESTUUR
DEPARTMENT OF HUMAN RESOURCE MANAGEMENT
Tel.: 012-420-3074
Fax: 012-420-3574

Participation in a Research Study: University of Pretoria

Dear Madam

You are invited to participate in a study regarding **Managing pressures facing single mothers in professional occupations and management positions in South African organisations**. This study is conducted by Buki Sonubi under the supervision of Prof Leo Vermeulen of the Department of Human Resource Management, University of Pretoria.

1.   **Purpose of the study:** To identify the pressures facing single working mothers in management and professional occupations in South African organisations.

2.   **Ethical considerations**: Participation in this survey is a tacit agreement by you for a general consent in the use of the data for academic research purposes. The main risk associated with this interview is the possible discomfort when answering certain questions of a personal nature.

3.   **Confidentiality:** Please be assured that all the information received will remain strictly confidential and will be treated in a professional manner. Numerical codes will be used to replace any possible identification. Participation in this study is voluntary.

4.   **Risk and discomfort:** No risks or discomfort are associated with taking part in this research. I need approximately 45 minutes of your time. You are allowed to stop to take a break at any time and you are allowed to withdraw from the whole process at any time, should you feel uncomfortable.

5.   **Potential benefits:** Once the data have been analysed, the findings will be useful in that women themselves would be able to take proactive steps to bring women's

issues into the open or to the attention of trade unions. Besides, as others have done elsewhere, the women concerned could negotiate conditions with their organisation which will enable them to fulfil their work and family responsibilities. The research findings will be shared with you and your organisation. In this way, your contribution to the research should benefit you and your institution in future. The overall results will be published in scientific journals. Your company will not be associated with any research reports or publications that use the results of this study.

6. **Additional information:** You are more than welcome to raise any questions or concerns with the researcher, Buki Sonubi, at 0837726775.

Thank you for participating in this study.

Yours faithfully

Prof. Leo Vermeulen

DEPARTMENT OF HUMAN RESOURCE MANAGEMENT

PRESSURES FACING SINGLE MOTHERS IN PROFESSIONAL AND MANAGEMENT POSITIONS QUESTIONNAIRE

SECTION 1

Please complete the following information about yourself. If you are completing this form electronically, please simply delete the options that do not apply to you.

'I hereby give my informed consent to take part in the research project'.	YES

1. Title	Mr, Ms, Mrs, Miss, Dr, Prof., etc.
2. How old are you?	……….. years
3. Are you single or married? Relationship status	Single/ Married/ Divorced
4. How long have you been in the organisation/have you been practising your profession?	…………years
5. Work arrangement	Self-employed Employed permanent full-time Employed permanent part-time Employed casual full-time Employed casual part-time Unemployed
6. Job classification	Skilled Professional Middle management Senior management
7. Highest qualification	
8. How many hours do you work in week?	
9. How many dependants do you have?	Children = Other = (please specify)

10. Have you had any major event happen to you in the last three months which had a bad effect on you, for example, the death of someone close to you?	Yes/ No (If yes, please specify)
11. How many days of sick leave have you taken in the last three months?	……………calendar days
12. Are you subject to any ongoing negative pressure that started more than three months ago and is still having an impact on you?	Yes/ No
13. How recently have you separated from your partner?	…………..years ……………months
14. Is it possible to negotiate non-standard working hours with your organisation?	Yes/No
15. How old is your youngest child?	………..…years

SECTION 2

QUESTIONNAIRE

Please complete the following questionnaire. There are no right or wrong answers. Simply evaluate each item based on your own experience.

This section is about the problems, stressors and issues that single working mothers face. Please indicate the extent to which the statements in each category apply to you personally. Respond by indicating if you strongly disagree, disagree, slightly disagree, neither agree nor disagree, slightly agree, agree or strongly agree with the following statements.

Simply mark a cross in a block appropriate to your opinion.

Items	Strongly disagree	Disagree	Slightly disagree	Neither agree nor disagree	Slightly agree	Agree	Strongly agree
1. My organisation brings in additional resources to handle workload.							
2. I balance my work and family time.							
3. I am able to 'switch off' at home.							
4. I have time to do things with the family.							
5. Finding someone to look after my child/children when I cannot be with him/her/them is not a problem.							
6. My organisation consults with mothers when making decisions about their work load.							
7. I am pursuing a career at the expense of my home life.							
8. I get enough help and support from my child's/children's father(s).							
9. I have enough time for myself.							
10. I often have too much to do in too little time.							
11. Unrealistic deadlines for the completion of work are not a regular occurrence.							
12. I am in serious debt.							
13. My organisation has an open-door policy.							
14. There is stability and dependability in my home life.							
15. I get so involved with my job that I feel a conflict of loyalty between my home and work responsibilities.							
16. Responsibilities at home do not put me under strain.							
17. My organisation provides information on additional sources of support.							
18. Family demands have a favourable influence on my work.							
19. I feel physically drained when I get home from work.							
20. I feel emotionally drained when I get home from work.							
21. My job improves the quality of my life.							
22. My work input is adequately remunerated.							
23. My time off matches my family members' schedules.							
24. My organisation takes an interest in mother's personal lives.							

Items	Strongly disagree	Disagree	Slightly disagree	Neither agree nor disagree	Slightly agree	Agree	Strongly agree
25. I would love to move to a better home, but do not have sufficient funds to do so.							
26. I am comfortable with the arrangements for my child when I am at work.							
27. Making arrangements for my children while I work does not involve lots of effort.							
28. I can usually get a babysitter if I want to go out in the evening.							
29. I enjoy life outside of work.							
30. My job keeps me away from my family.							
31. I often feel undervalued.							
32. I am not especially achievement-oriented.							
33. There is inadequate training and development at my place of work.							
34. Responsibilities at home do not put me under strain.							
35. Help is available from my organisation when I have a problem.							
36. My manager encourages me to discuss my career and family problems.							
37. When my manager gives me advice, s/he makes me feel stronger.							
38. I spend enough time with my family.							
39. My fringe benefits are good.							
40. There are conflicting job tasks and family demands in the role I play.							
41. If the organisation could hire someone to replace me, paying the person a lower salary, it would do so.							
42. I am comfortable with the arrangements for my children while I am working.							
43. People at work think my family responsibilities interfere with my work.							
44. My manager is not intimidating, s/he is easy to approach at anytime.							
45. I feel comfortable asking my co-workers for their help.							
46. My organisation really cares about my well-being.							
47. I usually leave work on time.							
48. I feel that I am not meeting all of my child's/children's needs.							

Items	Strongly disagree	Disagree	Slightly disagree	Neither agree nor disagree	Slightly agree	Agree	Strongly agree
49. I feel socially isolated.							
50. My manager gives me constructive feedback skilfully.							
51. My identity is based solely on being a parent.							
52. If my child/ children fall ill, there is someone who can stay home and look after him/her/them.							
53. When obstacles get in the way of my advancement, I keep trying.							
54. My goal is to reach the top in my career.							
55. It is not important to me to keep moving up in the hierarchy.							
56. My organisation tries to make my job as interesting as possible.							
57. I feel that in my job I can develop or grow personally.							
58. My manager serves a role model for achieving balance between personal and professional life.							
59. I have some influence over what happens to me at work.							
60. My manager encourages me to discuss positive/ negative feelings that I may have about my ability to succeed.							
61. There is job sharing in my organisation.							
62. There is an option to work from home in my organisation.							
63. A flexible work schedule is made available in my organisation.							
64. I keep up with new techniques, ideas, technology or innovations.							
65. I get adequate feedback about my own performance.							
66. There is potential for career advancement in my job.							
67. There are opportunities for personal development in my job.							
68. My organisation is willing to help me when I need a special favour.							
69. It is easy to find someone to look after my child/children when I cannot be with him/her/them.							
70. My manager is a good listener.							
71. Work demands affect my relationship with my child/children negatively.							

Items	Strongly disagree	Disagree	Slightly disagree	Neither agree nor disagree	Slightly agree	Agree	Strongly agree
72. I do not feel guilty about leaving my child/children when I go out to work.							
73. I do not have enough money to cover medical and dental care.							
74. When I have a problem, there is someone I can confide in and talk it over with.							
75. My job taps into the range of skills which I feel I possess.							
76. My organisation has on-site child care.							
77. My job leaves me enough time to spend with my family and friends.							
78. I am financially independent.							
79. My manager encourages me to review my strategies for managing my life while pursuing my career goals.							
80. I am overwhelmed with the workload I face each day.							
81. The hours I work make it difficult to look after my child/children.							
82. I feel I have to rush to get everything done each day.							
83. I have a lot of discretion in my work.							
84. Sacrificing for my children is a part of single parenthood.							
85. My job gives me a welcome break from housework and my child/ children.							
86. I am in a job with a schedule flexible enough to let me meet my family responsibilities.							
87. The people I work for find it easier to blame than to praise.							
88. My organisation makes childcare provision for its employees.							
89. There is great flexibility in my organisation.							
90. My child's/children's health is not affected when he/she/they is/ are placed in child care.							
91. My organisation appreciates any extra effort from me.							
92. My organisation ignores any complaint from me.							
93. I worry about my child/children when I am at work.							
94. There is financial support from others outside work.							
95. I feel that I am less likely to get chosen for certain assignments because of 'who I am' (e.g. a single mother).							

Items	Strongly disagree	Disagree	Slightly disagree	Neither agree nor disagree	Slightly agree	Agree	Strongly agree
96. It is important to me to be seen as very successful.							

Please respond to these statements, thinking about how often you have felt these symptoms over the last three months.

	Never	Very infrequently	Infrequently	Sometimes	Frequently	Very frequently
1. I feel unaccountably tired or exhausted.						
2. I have a tendency to eat, drink, or smoke more than usual.						
3. I experience shortness of breath or feel dizzy.						
4. I get muscle tremors (e.g. eye twitch).						
5. I get a prickling sensation or twinges in parts of my body.						
6. I feel as though I do not want to get up in the morning.						
7. I lack energy.						
8. I have difficulty sleeping.						
9. I get headaches or feel pressure in my head.						
10. I experience panicky spells.						
11. I feel hopeless about the future.						

THIS FINAL SECTION LISTS SEVERAL WAYS OF COPING. Please respond to these statements by thinking about how you have dealt with issues or events that have been a source of pressure to you during the last three months.

	Never used by me	Seldom used by me	On balance, not used by me	On balance, used by me	Extensively used by me	Very extensively used by me.
1. I resort to hobbies and pastimes.						
2. I try to deal with the situation objectively, in an unemotional way.						
3. I use effective time management.						
4. I talk to understanding friends.						
5. I plan ahead.						

6. I expand my interests and activities outside work.						
7. I pay selective attention (concentrating on specific problems).						
8. I set priorities and deal with problems accordingly.						
9. I try to 'stand aside' and think through the situation.						
10. I seek as much social support as possible.						
11. I do not let things get to me.						
12. I keep calm under pressure.						
13. I keep home and work separate.						
14. I find time to relax.						
15. I enjoy life outside of work.						
16. I try to reduce my workload.						
17. I share my concerns with other people.						

Thank you.

This information will be processed only in accordance with the provisions of the Data Protection Act and any other relevant legislation.

Please return this form to the researcher:

bukisonubi@yahoo.com.

APPENDIX E:
LETTER REQUESTING PERMISSION TO USE THE PMI

UNIVERSITEIT VAN PRETORIA
UNIVERSITY OF PRETORIA
YUNIBESITHI YA PRETORIA

DEPARTEMENT MENSLIKE HULPBRONBESTUUR
DEPARTMENT OF HUMAN RESOURCE MANAGEMENT
Tel.: 012-420-3074
Fax: 012-420-3574

24 April, 2007

RE: Permission to use PMI Questionnaire for Doctoral Degree

Dear Sir / Madam

I am currently a doctoral student at the University of Pretoria, under the supervision of Prof. Leo Vermeulen of the Department of Human Resource Management, University of Pretoria.

Basically my research entails identifying the pressures facing single mothers in management and professional occupations in South African organisations. The potential benefits are that once the data have been analysed, the findings will be useful in that women themselves would be able to take proactive steps to bring women's issues into the open or to the attention of trade unions. Besides, as others have done elsewhere, women concerned could negotiate conditions with their organisation which will enable them to fulfil their work and family responsibilities.

For this purpose, I would like to obtain permission to use the Pressure Management Indicator questionnaire.

I thank you for your time and consideration. A response regarding this matter will be greatly appreciated.

Kind regards

Buki Sonubi (0837726775; bukicherry@yahoo.com)

APPENDIX F:

PERMISSION LETTER FOR USE OF THE PMI

12 May, 2007

RE: Permission to use PMI Questionnaire for Doctoral Degree

Dear Buki

Thank you for your interest in using the PMI as part of your research study.

We are happy to support the work of researchers and have no objection to the use of the PMI Questionnaire. It should be noted that whilst we will endeavour to answer any queries related to the PMI, you will need to carry out your own scoring and analysis.

I attach a copy of the PMI in adobe format and wish you all the best in your research.

Kind regards

Michael Cummings

Resource Systems

Claro Court, Claro Road

Harrogate, HG1 4BA

tel: +44 (0) 1423 539 529

fax: +44 (0) 1423 578 075

APPENDIX G
Results of the Chi-square (^{2}), Cramer's V and Phi-coefficient ( )
to test the strength of the relationship between sample identity
and the demographic characteristics of the sample

Variable	Value	df	Asymp. Sig. (2-sided)
Age in years (^{2})	17.127[a]	18	0.514
Cramer's V	0.289		0.514
Years experience - Org/Prof (^{2})	38.824[a]	15	0.001
Cramer's V	0.438		0.001
Hours work per week (^{2})	14.622[a]	8	0.067
Cramer's V	0.267		0.067
Number of dependants (^{2})	7.981[a]	5	0.157
Cramer's V	0.197		0.157
Age of youngest child (^{2})	10.683[a]	15	0.775
Cramer's V	0.228		0.775
Days' sick leave in last 3 months(^{2})	6.265[a]	7	0.509
Cramer's V	0.175		0.509
Qualifications (^{2})	3.875[a]	3	0.275
Cramer's V	0.137		0.275
Nature of employment (^{2})	1.439[a]	1	0.230
Phi	0.084		0.230
Job classification (^{2})	1.336[a]	2	0.513
Cramer's V	0.082		0.513
Experience of negative events in last 3 months (^{2})	0.566[a]	1	0.452
Phi	0.053		0.452
Ongoing negative pressure (^{2})	7.379[a]	1	0.007
Phi	0.190		0.007
Negotiate non-standard working hours(^{2}),	4.746[a]	1	0.029
Phi	-0.152		0.029

APPENDIX H:
RESULTS OF THE NON-PARAMETRICFOUR-WAY FACTORIAL MANOVA: THE MAIN AND INTERACTION EFFECTS OF THE CATEGORICAL INDEPENDENT VARIABLES ON THE DEPENDENT VARIABLES

Source	Dependent variable	Type I Sum of squares	df	Mean square	F	Sig	Partial Eta square	Observed power
Corrected model	Rank Personal development	204666.509	4	51166.627	19.984	0.000	0.286	1.000
	Rank Management support	82368.688	4	20592.172	6.529	0.000	0.115	0.991
	Rank Organisational flexibility	275058.553	4	68764.638	31.097	0.000	0.383	1.000
	Rank Time for family interaction	270332.056	4	67583.014	30.289	0.000	0.377	1.000
	Rank Childcare arrangements	169470.011	4	42367.503	15.513	0.000	0.237	1.000
	Rank Overall Coping Score	63565.315	4	15891.329	4.914	0.001	0.089	0.957
	Rank Work-family pressure	263774.253	4	65943.563	29.063	0.000	0.368	1.000
	Rank Overall Stress Score	325292.565	4	81323.141	41.546	0.000	0.454	1.000
Intercept	Rank Personal development	2174845.000	1	2174845.000	849.437	0.000	0.809	1.000
	Rank Management support	2174845.000	1	2174845.000	689.545	0.000	0.775	1.000
	Rank Organisational flexibility	2174845.000	1	2174845.000	983.512	0.000	0.831	1.000
	Rank Time for family interaction	2174845.000	1	2174845.000	974.709	0.000	0.830	1.000
	Rank Childcare arrangements	2174845.000	1	2174845.000	796.342	0.000	0.799	1.000
	Rank Overall Coping Score	2174845.000	1	2174845.000	672.537	0.000	0.771	1.000
	Rank Work-family pressure	2174845.000	1	2174845.000	958.499	0.000	0.827	1.000
	Rank Overall Stress Score	2174845.000	1	2174845.000	1111.068	0.000	0.847	1.000
Marriage	Rank Personal development	87301.135	1	87301.135	34.098	0.000	0.146	1.000
	Rank Management support	36203.734	1	36203.734	11.479	0.001	0.054	0.921
	Rank Organisational flexibility	48782.369	1	48782.369	22.060	0.000	0.099	0.997
	Rank Time for family interaction	219022.515	1	219022.515	98.160	0.000	0.329	1.000
	Rank Childcare arrangements	96574.834	1	96574.834	35.362	0.000	0.150	1.000
	Rank Overall Coping Score	28858.005	1	28858.005	8.924	0.003	0.043	0.844
	Rank Work-family pressure	222303.706	1	222303.706	97.974	0.000	0.329	1.000
	Rank Overall Stress Score	305198.439	1	305198.439	155.917	0.000	0.438	1.000
Experience of negative events	Rank Personal development	6645.932	1	6645.932	2.596	0.109	0.013	0.361
	Rank Management support	10624.827	1	10624.827	3.369	0.068	0.017	0.447

	Rank Organisational flexibility	6278.524	1	6278.524	2.839	0.094	0.014	0.389
	Rank Time for family interaction	9744.052	1	9744.052	4.367	0.038	0.021	0.548
	Rank Childcare arrangements	18646.577	1	18646.577	6.828	0.010	0.033	0.739
	Rank Overall Coping Score	1116.962	1	1116.962	0.345	0.557	0.002	0.090
	Rank Work-family pressure	3420.558	1	3420.558	1.508	0.221	0.007	0.231
	Rank Overall Stress Score	96.836	1	96.836	0.049	0.824	0.000	0.056
Ongoing negative pressure	Rank Personal development	3094.186	1	3094.186	1.209	0.273	0.006	0.194
	Rank Management support	2793.391	1	2793.391	0.886	0.348	0.004	0.155
	Rank Organisational flexibility	1116.990	1	1116.990	0.505	0.478	0.003	0.109
	Rank Time for family interaction	756.497	1	756.497	0.339	0.561	0.002	0.089
	Rank Childcare arrangements	0.473	1	0.473	0.000	0.990	0.000	0.050
	Rank overall Coping Score	5780.006	1	5780.006	1.787	0.183	0.009	0.265
	Rank Work-family pressure	1760.142	1	1760.142	0.776	0.380	0.004	0.142
	Rank Overall Stress Score	210.565	1	210.565	0.108	0.743	0.001	0.062
Negotiaten-s working hours	Rank Personal development	107625.255	1	107625.255	42.036	0.000	0.174	1.000
	Rank Management support	32746.736	1	32746.736	10.383	0.001	0.049	0.894
	Rank Organisational flexibility	218880.670	1	218880.670	98.983	0.000	0.331	1.000
	Rank Time for family interaction	40808.992	1	40808.992	18.290	0.000	0.084	0.989
	Rank Childcare arrangements	54248.127	1	54248.127	19.864	0.000	0.090	0.993
	Rank overall Coping Score	27810.343	1	27810.343	8.600	0.004	0.041	0.831
	Rank Work-family pressure	36289.847	1	36289.847	15.994	0.000	0.074	0.978
	Rank Overall Stress Score	19786.725	1	19786.725	10.108	0.002	0.048	0.886
Error	Rank Personal development	512067.491	200	2560.337				
	Rank Management support	630805.812	200	3154.029				
	Rank Organisational flexibility	442260.947	200	2211.305				
	Rank Time for family interaction	446255.444	200	2231.277				
	Rank Childcare arrangements	546208.489	200	2731.042				
	Rank overall Coping Score	646758.685	200	3233.793				
	Rank Work-family pressure	453802.247	200	2269.011				

	Rank Overall Stress Score	391487.435	200	1957.437				
Total								
	Rank Personal development	2891579.000	205					
	Rank Management support	2888019.500	205					
	Rank Organisational flexibility	2892164.500	205					
	Rank Time for family interaction	2891432.500	205					
	Rank Childcare arrangements	2890523.500	205					
	Rank overall Cope-score	2885169.000	205					
	Rank Work-family pressure	2892421.500	205					
	Rank Overall Stress Score	2891625.000	205					
Corrected Total	Rank Personal development	716734.000	204					
	Rank Management support	713174.500	204					
	Rank Organisational flexibility	717319.500	204					
	Rank Time for family interaction	716587.500	204					
	Rank Childcare arrangements	715678.500	204					
	Rank overall Coping Score	710324.000	204					
	Rank Work-family pressure	717576.500	204					
	Rank Overall Stress Score	716780.000	204					