

REFERENCES

- 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
- Antonovsky, A. (1979). Health, stress, and coping. San Francisco: Jossey-Bass.
- Antonovsky, A. (1987). Unraveling the mystery of health: How people manage stress and stay well. San Francisco: Jossey-Bass Publishers.
- Antonovsky, H. & Sagy, S. (1986). The development of a sense of coherence and its impact on response to stress situations. Journal of Clinical Psychology, 126(2), 214.
- Argyrous, G. (2000). Statistics for social and health research: with a guide SPSS. London: Sage.
- Bailey, K. D. (1987). Methods of social research, (3rd ed). New York: Free Press.
- Baron, R.M. & Kenny, D.A. (1986). The moderator-mediator variable distinction in social psychological research: Conceptual, strategic, and statistical considerations. Journal of Personality and Social Psychology, 51(6), 1173-1182.
- Biesheuvel, S. (1984). Work, motivation, and compensation. Johannesburg: McGraw-Hill Book Co.
- Boles, J.S., Howard, G.W., & Donofrio, H.H. (2001). An investigation into the inter-relationship of work-family conflict, family-work conflict and work satisfaction. Journal of Managerial Issues, 13(1), 376
- Bowman, B.J. (1996). Cross-cultural validity of Antonovsky's sense of coherence scale. Journal of Clinical Psychology, 52(5), 547-549.
- Bowman, B.J. (1997). Cultural pathways towards Antonovsky 's sense of coherence. Journal of Clinical Psychology, 53(2), 139-142.

Brannon, L. & Feist, J. (1997). Health psychology: An introduction to behaviour and health, (3rd ed). Pacific Grove: Brooks/Cole.

Breakwell, G.M., Hammond, S. & Fife-Schaw, C. (1997). Research methods in psychology. London: Sage.

Brian, S.D. (2001). Women in medicine. American Family Physician, 64(1), 174-178

Brooke, B.P., Russell, D, & Price, J. C. (1988). Discriminant validation of measures of job satisfaction, job involvement and organizational commitment. Journal of Applied Psychology, 73, 139-145.

Brown, O. (2002). The biopsychosocial coping and adjustment of medical professional women. Unpublished Masters Dissertation in the Department of Psychology at the University of Port Elizabeth: Port Elizabeth, South Africa.

Burke, R.J. & Mckeen, C. A. (1995). Work-experiences, career development and career success of managerial and professional women. Journal of Social Behavior and Personality

Burley, K. (1989). Work-family conflict and marital adjustment in dual career couples: A comparison of three time models. Unpublished Doctoral Dissertation Claremont Graduate School, Claremont, CA.

Cairns, D. (2001). The coping resources and the sense of coherence of cancer patients. Unpublished Masters dissertation in the Department of Psychology at the University of Port Elizabeth: Port Elizabeth, South Africa.

Carter, A.J. & West, M. (1999). In Firth-Cozens, J. & Payne, R. (Eds.). Stress in health professionals: Psychological and organizational causes and interventions. New York: John Wiley & Sons.

Cartwright, L K. (1987). In Payne, R. & Firth-Cozens, J (Eds). Stress in health professionals: Studies in occupational stress. Chichester; John Wiley and Sons.

Cassim, F.A.K. (2000). Career salience and work salience as moderators of the job satisfaction-life satisfaction relationship. Unpublished Masters Dissertation in the Department of Psychology at the University of Witwatersrand: Johannesburg, South Africa

Chidambaram, S.M. (1993). Sex stereotypes in women doctors' contribution to medicine: India. In Riska, E. & Wagar, K. (Eds.). Gender, work, and medicine: Women and the edical division of labour. SAGE Studies in International Sociology

Cooper, C.L. & Lewis, S. (1999). In Powell, G. N. (Ed). Handbook of gender and work. London: Sage.

Cooper, C.L., Dewe, P.J. & O'Driscol, M.P. (2001). Organizational stress: A review and critique of theory, research, and applications. London: Sage.

Cowley, S. & Billings, J.R. (1999). Resources revisited: Salutogenesis from a lay perspective. Journal of Advanced Nursing, 29(4). 994.

Cozby, P.C. (1997). Methods in behavioral research, (6th ed). London: Mayfield.

Dane, F.C. (1990). Research methods. Pacific Grove, CA: Brooks/Cole.

De Vos, A.S. (ed.) (1998). Research at grassroots: A primer for the caring professions. Pretoria: Van Schaik Publishers.

De Vos, A.S. & Fouché, C.B. (1998). General introduction to research design, data collection methods and data analysis. In De Vos, A.S. (Ed). Research at grass roots: A primer for the caring professions. Pretoria: Van Schaik.

Di Salvo, V., Lubbers, C., Rossi, A.M. & Lewis, J. (1995). Unstructured perceptions of work-related stress: An exploratory qualitative study. In Crandall, R. & Perrewe, P. L. (Eds). Occupational stress: A handbook. Taylor and Francis.

Duxbury, L.E. & Higgins, C.A. (1991). Gender differences in work-family conflict. Journal of applied psychology, 76(1), 60-74.

Elston, M.A. (1993). In Riska, E. & Weger, K. (Eds.). Gender, Work and medicine: Women and the medical division of labour. London: Sage.

Erikson, E.H. (1982). The life cycle completed: A review. New York: Norton.

Firth-Cozens, J. & Payne, R. (1987). In Payne, R. & Firth-Cozens, J (Eds). Stress in health professionals: Studies in occupational stress. Chichester: John Wiley & Sons.

Firth-Cozens, J. (1999). The psychological problems of doctors. In Firth-Cozens, J. & Payne, R. (Eds.). Stress in health professional: Psychological and organizational causes and interventions. New York: John Wiley & Sons.

Flannery, R.B., & Flannery, G.J. (1990). Sense of coherence, life stress, and psychological distress: A prospective methodological inquiry. Journal of Clinical Psychology, 46(4), 415-416.

Fletcher, B.C. (1988). The epidemiology of occupational stress. In Cooper, C. & Payne, R. (Eds.). Causes, coping and consequences of stress at work. New York: John Wiley & Sons.

Folkman, S. & Lazarus, R. S. (1991). In Monat, A. & Lazarus, R. S (Eds). Stress and coping: An anthology. New York: Columbia University Press.

Fouché, C.B. (1998). In De Vos, A.S. (ed.). Research at grassroots: A primer for the caring professions. Pretoria: Van Schaik.

Fox, D.H. (2000). Sense of coherence, Affect, dysfunctional thoughts and mood: A study on personality and job satisfaction. Unpublished Masters Dissertation in the Department of Psychology at the University of Witwatersrand: Johannesburg, South Africa.

Foxcroft, C. & Roodt, G. (2001). Introduction to psychological assessment within the South African context. (Eds.). South Africa, Cape Town: Oxford.

Frankenhoff, C. (1996). Antonovsky 's sense of coherence concept: An instrument for primary prevention in social work services. International Social Work Services, 41, 511-522.

Frone, M.R. (2000). Work-family conflict and employee psychiatric disorders: The national comorbidity survey. Journal of applied psychology, 85(6), 888-895.

Frone, M.R., Russell, M. & Cooper, M.L. (1992a). Antecedents and outcomes of work-family conflict: testing a model of the work-family interface. Journal of Applied Psychology, 77 (1), 65-78.

Frone, M.R., Russell, M. & Cooper, M.L. (1992b). Prevalence of work-family conflict: Are work and family boundaries asymmetrically permeable? Journal of Organizational Behavior, 13, 723-729.

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 Crandall R. & Perrewe, P.L. (Eds) Occupational stress: A handbook. Taylor and 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 (4), 325-336.

Gautam, M. (2001). Women in medicine: Stress and solutions. Western journal of medicine, 174, (1), 37-42.

Greenhaus, J.H. & Beutel, W.J. (1985). Sources of conflict between work and family roles. Academy of Management Review, 10, 76-88.

Gravetter, F.G., & Wallnau, L.B. (1999). Essentials for statistics for the behavioural sciences. (3rd ed). Pacific Grove: Brooks/Cole.

Grinnel, R.M. & Williams. M. (1990). Research in social work: a primer. Itasca, IL: Peacock.

Gutek, B.A., Repetti, R.L., & Silver, D.L. (1988). Non-work roles and stress at work. In Cooper, C.L. & Payne, R. (Eds). Causes, coping and consequences of stress at work. New York: John Wiley & Sons.

Gutek, B. \A., Searle, S. & Klepa, L. (1991). Rational versus gender role explanations for work-family conflict. Journal of Applied Psychology, 76 (40), 560-568.

Hall, A. E. (1997). Coping resources and self-perceived well being of college students who reported a parental drinking problem. Journal of American College Health, 45(4), 159.

Hammer, A.L., & Marting, M.S. (1988). Manual for the Coping Resource Inventory : Research edition. Palo Alto, CA: Consulting Psychologist Press.

Hardy, G.E., & Barkham, M. (1999). Psychotherapeutic interventions for work stress. In Firth-Cozens, J. & Payne, R. (Eds.). Stress in health professionals: Psychological and organizational causes and interventions. New York: John Wiley & Son.

Health Professions Council of South Africa. (2005, 31 May). Information Technology Department: Statistics. Pretoria: HPCSA.

Higgins, C.D., Duxbury, L. & Lee, C. (1994). Impact of life-cycle stages and gender on the ability to balance work and family responsibilities. Family relations, 43(2), 144.

Holm, S. (1979). A simple sequentially rejective multiple test procedure. Scandinavian Journal of Statistics 6, 65-70.

Howie, J., & Porter, M. (1999). Stress and interventions for stress in general practitioners. In Firth-Cozens, J. & Payne, R. (Eds.). Stress in health professionals: Psychological and organizational causes and interventions. New York: John Wiley & Sons.

Howell, D.C. (1989). Fundamental statistics for the behavioural sciences (2nd ed.). USA: PWS-KENT.

Jooste, M. (2001). In Foxcroft, C. & Roodt, G. (Eds.). An introduction to psychological assessment in the South African context. Cape Town; Oxford University Press.

Judge, T.A. & Locke, T.A. (1993). Effect of dysfunctional thought processes on subjective well being and job satisfaction. Journal of Applied Psychology 78, 475-490.

Kahn, R.L. Wolfe, D.M., Quinn, R. P. & Snoek, J. D. (1964). Organizational stress: Studies in role-conflict and ambiguity. New York: John Wiley & Sons.

Kahn, R. L. (1991). The forms of women's work. In Frakenhaeser, M, Lundberg, V. & Chesney, M. Women, work, and health. New York: Plenum Press.

Kassen, M. (2002). Posttraumatic response, ego defense style and sense of coherence amongst a sample of police officers. Unpublished Masters Dissertation in the Faculty of Arts. University of Witwatersrand: Johannesburg.

Kerlinger, F. =N. (1986). Foundations of behavioral research (3rd ed.). New York: Holt, Rinehart and Winston.

Kirkpatrick, A. (1998). Employment conditions and job satisfaction among South African speech language therapists and audiologists during the first two years after completion of their studies. Unpublished Masters Dissertation in the Faculty of Arts. University of Witwatersrand: Johannesburg.

Kleinke, C.L. (1998). Coping with life challenges (2nd ed). Brookes/Cole.

Koeske, G.F., Kirk, S.A., Koeske, R.D. & Rauktis, M.B. (1994). Measuring the Monday blues; Validation of a Job Satisfaction Scale for the human services. Social Work Research, 18 (1), 27-35.

Kopelman, R.E, Greenhaus, J.J., & Connolly, T.F. (1983). A model of work-family, and interrole conflict: A construct validation study. Organizational Behaviour and Human Performance, 32, 198-215.

Korabik, K. (1999). Sex and gender in the new millennium. In Powell, G.N. (Ed). Handbook of gender and work. London: Sage.

Kossek, E.E. & Ozeki, C. (1998). Work-family conflict, policies, and the job-life satisfaction relationship: A review and directions for organizational behavior-human resource research. Journal of Applied Psychology, 83(2), 139-149.

Krause, A.E. (2003). Work-family balance: The relationship between employment type, work-family conflict and life satisfaction in women. Unpublished Masters Dissertation in the Faculty of Arts. University of Witwatersrand: Johannesburg.

Lambert, E.G., Hogan, N.L. & Barton, S.M. (2002). The impact of work-family conflict on correctional staff job satisfaction: An exploratory study. American Journal of Criminal Justice, 27 (1), 35.

Lazarus, R. S. (1995). Psychological stress in the workplace. In Crandall, R. & Perrewe, P.L. Occupational stress: A handbook. Taylor and Francis.

Lazarus, R S. (1999). Stress and emotion: a new synthesis. London: Free Association books.

Lazarus, R.S. (2000). Towards better research on stress and coping. American Psychologist, 1665-1673.

- Lazarus, R.S. & Folkman, S. (1984). Stress, appraisal, and coping. New York: Springer.
- Lazarus, R.S. & Folkman, S. (1991). Coping and emotion. In Monat, A. & Lazarus, R.S. (Eds). Stress and coping: An Anthology. (3rd ed). New York: Columbia University Press.
- Lehohla, P. (2002). Women and men in South Africa: Five years on. Pretoria: Statistics South Africa General.
- Lehohla, P. (2005). Statistics South Africa: Achieving a better life for all: Progress between census 1996 and census 2001. Report No. 03-02-16. Pretoria
- Le Roux, E. (2000). Cognitive appraisal and sense of coherence within a transforming banking organisation. Unpublished Masters Dissertation in the Department of Psychology at the University of Port Elizabeth: Port Elizabeth, South Africa.
- Levenstein, S. (1994). Wellness, health, Antonovsky. Journal of Mind, Body, & Health, 10(23), 167.
- Locke, E. A. (1976). The nature and causes of job satisfaction. In Dunnette M. D. (Ed). Handbook of Organizational and Industrial Psychology. Chicago: Rand McNally.
- Lock, E. A. (1983). Nature and causes of job satisfaction. In M. D. Dunnette (Ed). Handbook of industrial and organizational psychology. New York: John Wiley & Sons.
- Lowry, R. (2005). Concepts and applications of inferential statistics. New York: Vasar College.
- Madhoo, K. (1999). The coping orientation and the coping resources of patients in cardiac rehabilitation. Unpublished masters dissertation in the Department of Psychology at the University of Port Elizabeth: Port Elizabeth, South Africa.
- Mandelbaum, D. R. (1981). Work, marriage, and motherhood: The career persistence of female physicians. New York: Praeger.
- Monat, A. & Lazarus, R.S. (1991). Stress and coping: An anthology. (3rd ed). New York: Columbia University Press.

- Muchinsky, P. M. (1993). Psychology applied to work. (4th Ed). California; Brookes/Cole.
- Mulaudzi, T.R. (2002). The coping resources and sense of coherence of first year UPE students from Botswana. Unpublished Honours Dissertation in the Department of Psychology at the University of Port Elizabeth: Port Elizabeth, South Africa.
- Neihoff, J. & Schneider, F. (1993). Epidemiology and the criticism of the risk factor approach. In Towards a new science of health. La Faille, R., & Fulder, S. (eds.). Routledge, London.
- Netemeyer, R.G., Boles, J.S., & McMurrian, R. (1996). Development and validation of work – family conflict and family – work conflict scales. Journal of Applied Psychology, 1996, 81(4), 400 – 410.
- Noor, N.M. (2004). Work-family conflict, work and family role salience and women's well-being. The Journal of Social Psychology, 144 (4), 389.
- O' Driscoll, M.P., Brough, P. & Kalliath, T.J. (2004). Work-family conflict, psychological well-being, satisfaction and social support: A longitudinal study in New Zealand. Equal Opportunities International: Patrington, 23 (1/2), 36.
- Otto, C. (2002). Coping orientation and resources of adult patients with depressed mood. Unpublished Masters dissertation in the Department of Psychology at the University of Port Elizabeth: Port Elizabeth, South Africa.
- Parasuraman, S. & Simmers, C.A. (2001). Type of employment, work-family conflict and well-being: A comparative study. Journal of Organizational Behaviour, 22, (5), 551.
- Patton, M.Q. (1987). How to use qualitative methods in evaluation. Newbury Park, CA: Sage.
- Payne, R. & Firth-Cozens, J. (Eds). Stress in health professionals: Studies in occupational stress. Chichester: John Wiley & Sons.
- Porter, A.M.D., Howie, J.G.R. & Levinson, A. (1987). In Payne, R. & Firth-Cozens, J (Eds). Stress in health professionals: Studies in occupational stress. Chichester: John Wiley & Sons.

Powell, G.N. (1999). Introduction: Examining the intersection of gender and work. In Powell, G.N. (Ed). Handbook of gender and work. London: Sage.

Pringle, R. (1998). Sex and medicine: Gender, power and authority in the medical profession. Cambridge University Press.

Rice, P.C. (1998). Stress and health. (3rd ed). Pacific Grove: Brooks/Cole.

Richardsen, A.M. & Burke, R.J. (1993). Occupational stress and work satisfaction among Canadian women physicians: Psychological Reports, 72 (3, pt1), 811-821.

Riska, E. & Wegar, K. (1993). Gender, work and medicine: Women and medical division of labour. London: Sage Publishers.

Route, U.R. (1999). Occupational stress in woman general practitioners and practice managers. Women in Management Review, 14(6), 20

Scarpello, V. & Vandenburg, R.J. (1992). Generalizing the importance of occupational and career views to job satisfaction attitudes. Journal of Organizational Behaviour 13, 125-140.

Schafer, W.C. (1992). Stress management for wellness. (2nd ed). Fort Worth: Harcourt Brace College Publishers.

Schafer, W.C. (1996). Stress management for wellness. (3rd ed). Fort Worth: Harcourt Brace College.

Scheiber, S.C. (1987). In Payne, R. & Firth-Cozens, J (Eds). Stress in health professionals: Studies in occupational stress. Chichester: John Wiley & Sons.

Slabbert, I. (1987). Job satisfaction among client contact personnel in the financial services. Unpublished MBA Thesis submitted at the University of Witwatersrand, South Africa: Johannesburg.

Spector, P.E. (1997). Job satisfaction: Application, assessment, causes and consequences. London: Sage publications.

Spielberger, C.D. & Reheiser, E.C. (1995). Measuring occupational stress: The job stress survey. In Crandall, R. & Perrewe, P.L. (Eds). Occupational stress: A handbook. Taylor and Francis.

Strumpfer, D.J.W. & Wissing, M.P. (1998). Review of the South African date on the Sense of Coherence scale as a measure of fortigenesis and Salutogenesis. Paper presented at the 4th Annual Congress of the Psychological Society of South Africa, 9-11 September 1998, Cape Town: South Africa.

Strydom, H. (1998). In De Vos, A.S. (Ed.). Research at grassroots: A primer for the caring professions. Pretoria: Van Schaik Publishers.

Strydom, H. & De Vos, A.S. (1998). Sampling and sampling methods. In De Vos, A. S. (Ed). Research at grassroots: A primer for the caring professions. Pretoria: Van Schaik.

Sutherland, V.J. (1995). Stress and the new contract for general practitioners. Journal of Managerial Psychology, 10 (3), 17-29 .

Swanson, V., Power, K.G. & Simpson, R.J. (1998). Occupational stress and family life: A comparison of male and female doctors. Journal of Occupational and Organizational psychology, 71 (3), 237-261.

Vallabh, M. (2000). A comparison of black and white managers: Intent to leave and job mobility. Unpublished Masters Dissertation in the faculty of Arts. University of Witwatersrand: Johannesburg.

Walker, E. (1999) The South African Society of Medical Women, 1951 – 1992: Its origins, nature and impact on white women doctors. Unnpublished Doctor's thesis in the faculty of Arts. University of Witwatersrand: Johannesburg.

Weiss, H.M. (1990). Learning theory, industrial, and organizational psychology. In Dunnette, M.D. & Hough, L.M. (Eds). Handbook of Industrial and Organizational Psychology, 1, 212 – 214. Chicago: Rand McNally.

Wissing, M.P. & Van Eeden, C. (1997, September). Psychological well being: A fortigenic conceptualization and empirical clarification. Paper presented at the 3rd annual congress of the Psychological Society of South Africa, Durban, South Africa.

Wynchank, S. (2004). Women medical doctors in South Africa: Transcultural and other influences before, during and after apartheid. Paper presented at the University reunion: Faculty of Human Sciences, University of Cape Town.