

**THE RELATIONSHIP BETWEEN PATTERNS OF SEX
ROLE IDENTITY, WORK STRESS, SOCIAL SUPPORT
AND WELLBEING IN SOUTH AFRICAN FEMALE
MANAGERS**

Colleen Bernstein

Dissertation submitted to the University of the Witwatersrand for the
degree of Doctor of Philosophy 2013

Abstract

A large body of research has documented the deleterious relationship between work stress and health and wellbeing. This research has also examined which factors intrinsic and extrinsic to the individual create variations in this pattern of relationship. Two notable factors in this regard are gender and social support. Previous research has indicated that gender and social support can lead to variations in the way individuals perceive, cope with and react to stress. This research has also indicated that gender can influence the extent to which individuals will effectively utilise different sources of social support. However, much of this research has focused on a dichotomous conceptualisation of gender, restricting the exploration of gender to that which is biologically defined. Research advances have been made utilising Bem's (1974) Theory of Psychological Androgyny. This theory has acknowledged and explored socially constructed 'within gender' differences of masculinity and femininity, proposing that androgyny, defined as an equal balance of masculine and feminine traits within an individual, independent of biological sex, is the ideal with regard to experienced optimal health and wellbeing. While this theory has enjoyed a vast empirical base that indicates that those with an androgynous sex role identity tend to enjoy the greatest health and wellbeing; the research on psychological androgyny has not been without its limitations. Competing models of gender identity, such as the 'Differentiated Model have suggested that gender identities are made up of both socially desirable and socially undesirable sex-typed behavioural traits; this model promoting a 'new prescription' for gender in the 21st century. This new prescription requires the acknowledgement of both types of sex-based behavioural traits, expanding the conceptualisation of gender to take into account both negative and positive sex-based feminine and masculine traits, that is, traits that are both socially desirable and undesirable in terms of masculinity and femininity. This new prescription thus intends to segregate and explore the relationship between socially desirable and socially undesirable sex-typed behavioural traits to health and wellbeing.

Consequently, the present study adopts this prescription in order to examine this expanded conceptualisation of sex role identity, utilising a South African sample of female managers. More specifically, the present study examines the relationship between socially desirable and socially undesirable sex role identities and perceptions of work stress, social support, psychological

wellbeing and self-esteem. In addition, the present study examines the moderating effect of social support in the relationship between indicators of work stress and wellbeing.

The Extended Personality Attributes Questionnaire (EPAQ) was revised and utilised to assess the expanded conceptualisation of both socially desirable and socially undesirable sex role identities within a South African sample of 1477 female managers accessed from two national financial institutions and one tertiary institution.

Results of the study indicate that the socially desirable, positively valenced identities fare better on health indicators than the socially undesirable, negatively valenced identities. In all instances positively valenced sex role identities perceive the least stress and have the highest level of psychological wellbeing and self-esteem as compared to the negatively valenced identities. Clearly those with negative identities, more particularly those that were negatively feminine or negatively androgynous are significantly worse off in terms of health and wellbeing than those with positive identities. Overall, the hypotheses proposing significant differences between positive identities, that is, positive androgyny and the negative femininity and negative androgyny, with a few exceptions, were supported.

Three sources of social support, that is, colleague, supervisor and partner support had a main effect on psychological wellbeing while all five sources, that is colleague, supervisor, partner, family and friend had a main effect on self-esteem. With regard to moderating effects, both colleague and supervisor support interacted with work stress to moderate the relationship between work stress and psychological wellbeing to reduce the impact of work stress on wellbeing. None of the non-work sources of support interacted to moderate the effect of work stress on psychological wellbeing. In addition no interaction effects for all sources of support were observed for self-esteem with the exception of friend support which moderated the relationship between work stress and self-esteem. However, this interaction effect was in an unexpected direction, in that friend support exacerbated the relationship; indicating that the higher the social support the lower the self-esteem.

Based on the results of the study and the methodology utilised, a number of strengths and weaknesses of the present research are identified. With regard to strengths, the present study has added to the literature on sex role identity and its implication for female managers within a South African context by identifying specific positive sex role identities and specific negative sex role identities and their relationship to health and wellbeing indicators within an occupational context. In addition, the findings of the present research suggest that there may be specific contingencies pertaining to stressor situations, the contexts within which they occur and the domains upon which they predict, which may prescribe which sex role identity may be most or least beneficial in terms of health and wellbeing.

Study limitations have both theoretical and methodological implications for future research. In particular, issues pertaining to the measurement of gender are outlined that need to be resolved by future researchers in order to effectively measure the construct of gender and its relationship to wellbeing. In addition, in order to determine which sex role identities will have the most or least beneficial health effects, future researchers need to develop and explore specificity hypotheses that enable the examination of gender in relation to specific stressors within specific socio-cultural contexts and the relationship thereof to particular predictor domains.

DECLARATION

I hereby declare that this dissertation is my own unaided work.
I have not submitted it for the degree of
Doctor of Philosophy to any other University

C. Bernstein

DEDICATION

*To my “Sam I am”, “The Sammiest Sam” and my
“Jimmy in the Jam”, Dad, I love you and will miss you always.
Wish you could still be here with me...*

ACKNOWLEDGEMENTS

To my Supervisor, Professor Ruksana Osman, for your invaluable support throughout this process, your interest and investment in my work and your responsiveness to every written draft I sent you, for your detailed and, always, constructive feedback, praise and affirmation.

To Professor Norman Duncan for believing in me and for being an enormous source of support to me at all times; most of all for your utmost integrity, always being honest, fair and just in every instance.

To my dear friend and colleague Nicky Israel for your unwavering support, assistance beyond all expectations and for your immense kindness through the worst of times, I could *never* have finished on time without you.

To Professor Brett Bowman, Professor Brendon Barnes and Dr Kevin Whitehead – thank you for your friendship. Brett your support through difficult times will never be forgotten and will always be valued.

And last but not least, to my special boys David Lynton and Gregory Sean and to their father Daryl, for supporting me through the hardest of times, especially in relation to my Dad's illness. Thank you Daryl for all your kindness and caring and generally being there for my Dad, the boys and me.

TABLE OF CONTENTS

ABSTRACT.....	ii
DECLARATION.....	v
DEDICATION.....	vi
ACKNOWLEDGEMENTS.....	vii
TABLE OF CONTENTS	viii
LIST OF TABLES.....	xix
LIST OF FIGURES.....	xxii
INTRODUCTION: RATIONAL, AIMS & OUTLINE.....	1
CHAPTER 1: STRESS: A LITERATURE REVIEW.....	8
1.1 TOWARDS A DEFINITION OF STRESS-AN HISTORICAL REVIEW.....	9
1.2 THE BIOLOGICAL STRESS TRADITION.....	10
1.3 THE PSYCHOLOGICAL STRESS TRADITION.....	11
1.3.1 The Transactional Model.....	12
1.3.1.1 Limitations of the transactional model.....	19
1.3.1.2 Inter-organismic variables	23
1.3.1.2.1 Personality variables.....	23
1.3.1.2.2 Demographic variables	31
1.3.1.3 Extra-organismic variables.....	33
1.3.2 The Revised Transactional Model (RTM).....	35
1.3.3 The Conservation of Resources Model.....	36
1.3.4 The Allostatic Load (AL) Model – Explicitly acknowledging both psychological and physiological traditions	38
1.4 CONCLUSION.....	40

CHAPTER 2: OCCUPATIONAL STRESS.....	42
2.1 INTRODUCTION.....	42
2.2 ROLE THEORY.....	43
2.3. WORK STRESS MODELS	45
2.3.1 The Person-Environment Fit Model.....	46
2.3.2 The Job Demands Control Model.....	46
2.3.4 The Job Demands Support Control Model.....	48
2.3.5 The Effort Reward Imbalance Model (ERI).....	49
2.3.6 The Michigan Model.....	49
2.3.7 The Job Demands Resources Model.....	51
2.4 AN ECLECTIC REVISION OF THE TRANSACTIONAL MODEL.....	52
CHAPTER 3: SEX, GENDER, WORK STRESS & WELLBEING.....	57
3.1 INTRODUCTION.....	57
3.2. DEFINING WELL BEING	58
3.3 SEX AND STRESS DIFFERENCES.....	61
3.3.1 Differential exposure.....	62
3.3.2 Differences in stressor perception.....	64
3.3.3 Differences in coping styles	66
3.4 TOWARDS A DEFINITION OF COPING.....	67
3.5 SEX, SOCIAL SUPPORT AND WELLBEING DIFFERENCES.....	72
3.5.1 “Fight or flight” or “tend and befriend” responses to stress.....	74
3.5.2 Sex and stressor outcomes.....	76
3.6 CONCLUSION.....	77
CHAPTER 4: SOCIAL SUPPORT	78
4.1 INTRODUCTION	78
4.2 SOCIAL SUPPORT AND WORK STRESS.....	80
4.3 TOWARDS A DEFINITION OF SOCIAL SUPPORT.....	83
4.4 THE EFFECTS OF SOCIAL SUPPORT.....	86
4.4.1 The main effect of social support.....	87
4.4.2 The moderating effect of social support.....	88
4.5 SOCIAL SUPPORT AND SOCIAL CAPITAL.....	89

4.6 PERCEIVED VERSUS ENACTED SUPPORT.....	89
4.7 PRO-SOCIAL AND ANTISOCIAL SUPPORT.....	90
4.8 SOCIAL SUPPORT AND RELATIONAL REGULATION THEORY (RRT).....	93
4.9 CONCLUSION.....	95
CHAPTER 5: EXPLORING SEX, GENDER AND HEALTH – TOWARD A BROADER CONCEPTUALISATION OF GENDER.....	97
5.1 INTRODUCTION.....	97
5.2 SEX VERSUS GENDER	97
5.3 THEORETICAL EXPLANATIONS FOR THE DEVELOPMENT OF GENDER	101
5.3.1 Cognitive development and psychoanalytic theories.....	101
5.3.2 Social learning theories.....	104
5.4 DOING GENDER: THE PROCESS OF SEX-STEREOTYPING.....	107
5.5 THE CONGRUENCY MODEL OF SEX ROLE DEVELOPMENT.....	109
5.6 THE HISTORY OF MEASUREMENT APPROACHES OF SEX ROLE IDENTITY..	110
5.6.1 Unifactorial theory: A bipolar approach.....	110
5.6.2 Bem’s two-factor gender schema theory: A multidimensional approach.....	112
5.7 CONCLUSION.....	116
CHAPTER 6: SEX ROLE IDENTITY AND ANDROGYNITY.....	118
6.1 INTRODUCTION.....	118
6.2 THE MEASUREMENT OF PSYCHOLOGICAL ANDROGYNITY.....	123
6.3 ANDROGYNITY AND THE FEMINIST MOVEMENT OF THE 1900s.....	126
6.4 LIMITATIONS OF THE ANDROGYNITY MODEL.....	128
6.4.1 The masculinity model.....	128
6.4.2 Overlap of sex role traits with personality traits and specificity with regard to predictors.....	129
6.4.2.1 Desegregating or integrating sex-based traits and personality traits.....	132
6.4.3 Towards a differentiated model of positive and negative sex role identities.....	134
6.4.4 Stereotyping and the need for gender role transcendence.....	139
6.4.5 Methodological limitations.....	141
6.4.6 Limitations of sampling and research within the South African context.....	142
6.5 CONCLUSION.....	145

CHAPTER 7: METHODS	130
7.1 INTRODUCTION.....	146
7.2 AIMS AND RATIONALE OF THE STUDY.....	146
7.3 RESEARCH QUESTIONS.....	148
7.4 HYPOTHESES.....	149
7. 4.1 Formulation of Hypothesis 1.....	149
7.4.2 Formulation of Hypothesis 2.....	150
7.4.3 Formulation of Hypothesis 3.....	150
7.4.4 Formulation of Hypothesis 4.....	151
7.4.5 Formulation of Hypothesis 5	151
7.4.6 Formulation of Hypothesis 6.....	153
7.5 RESEARCH DESIGN.....	154
7.6 THE MODEL.....	155
7.7 INSTRUMENTS.....	156
7.7.1 Sex role identity.....	156
7.7.2 Work stress.....	160
7.7.3 Self-esteem.....	160
7.7.4 Psychological wellbeing.....	161
7.7.5 Social support.....	162
7.8 DATA ANALYSES.....	163
7.8.1 STUDY ONE – Assessing the Psychometric Properties of the EPAQ.....	163
7.8.1.1 Pilot study: Assessing internal consistency of the EPAQ.....	163
7.8.1.2 Pilot study: Assessing Face Validity of the EPAQ.....	164
7.8.2 STUDY TWO - VALIDATION OF THE EPAQ-R -CONFIRMING THE FOUR FACTOR STRUCTURE OF THE EPAQ-R AND TESTING THE STUDY’S HYPOTHESES	165
7.8.2.1 Study 2: Assessing Construct validity	165
7.8.2.2 Study 2: Assessing Content validity	166
7.8.2.3 Study 2: Assessing Criterion validity	166
7.8.3 Statistical Analyses	166
7.8.3.1 Factor Analysis.....	167

7.8.3.1.1 The scree test and Eigenvalue specification	169
7.8.3.1.2 The criterion of substantive importance.....	171
7.8.3.1.3 Harman's criterion (1976)	171
7.8.3.1.4 Inspection of communalities.....	172
7.8.3.1.5 Parallel analysis (PA)	172
7.8.3.1.6 Velicer's minimum average partial (MAP)	172
7.8.3.1.7 Conclusion.....	173
7.8.3.2 Internal Consistency Reliability	174
7.8.3.3 Pearson's Correlation Coefficient.....	174
7.8.3.4 Analysis of Variance (ANOVA)	176
7.8.3.4.1 Skewness coefficients	178
7.8.3.4.2 Levene's Test for Homogeneity of Variance	179
7.8.3.4.3 Random Sampling and Independence of Observations.....	179
7.8.3.4.4 Cohen's D Effect Size Statistic	180
7.8.3.5 Moderated Multiple Regressions (MMR)	180
7.8.3.5.1 Relationship of the Biographical Variables to the Dependent Variables.....	182
7.8.3.5.2 Linearity	183
7.8.3.5.3 Measurement Error.....	183
7.8.3.5.4 Multicollinearity	183
7.8.3.5.5 The Assumption of Normality.....	184
7.8.3.5.6 Equality of Variance	184
7.8.3.5.7 Effect Size.....	184
7.9 PROCEDURE.....	185
7.10 ETHICAL CONSIDERATIONS.....	186
7.11 CONCLUSION.....	186
CHAPTER 8: RESULTS.....	188
8.1 INTRODUCTION.....	188
8.2 STUDY ONE	188

8.2.1 Assessing the Psychometric Properties of the Extended Personal Attributes Questionnaire (EPAQ) and the adapted version of the Social Support Scale	188
8.2.2 PILOT STUDY	189
8.2.2.1 Procedure	189
8.2.2.2 Sample	190
8.2.2.3 Measuring instrument: The Extended Personal Attributes Questionnaire (EPAQ)	192
8.2.2.4 Pilot Results	194
8.2.2.4.1 Reliability - internal consistency	194
8.2.2.4.2 Face and content validity: Problematic items in the EPAQ	195
8.2.2.4.3 Conclusion	196
8.2.3 PILOT STUDY 2 -REFINING THE 40-ITEM EPAQ	196
8.2.3.1 Conclusion: The refinement process	201
8.2.4 ADMINISTRATION AND STATISTICAL VALIDATION OF THE REVISED EPAQ-R	201
8.2.4.1 Sample	201
8.2.4.2 Procedure	203
8.2.4.3 Measuring instrument	304
8.2.4.4 Results	205
8.2.4.4.1 Reliability - internal consistency	205
8.2.4.4.2 Face validity	206
8.2.4.4.3 Conclusion	206
8.3 STUDY TWO: VALIDATION OF THE EPAQ-R -CONFIRMING THE FOUR FACTOR STRUCTURE OR THE EPAQ-R AND TESTING THE HYPOTHESES.....	206
8.4 THE ADMINISTRATION AND STATISTICAL VALIDATION OF THE REVISED EPAQ-R AND ASSESSING THE PROPOSED HYPOTHESES WITH THE EPAQ-R	207
8.4.1 Procedure	207
8.4.2 Sample	207

8.4.3 Assessing reliability and factor structure of the Revised EPAQ (EPAQ-R)	210
Statistical analyses and results	
8.4.3.1 Reliability - Internal consistency.....	210
8.4.3.2 Inter-correlations between the four EPAQ-R subscales.....	211
8.4.3.3 Conclusion.....	215
8.5. FACTOR ANALYSIS: CONFIRMING THE FOUR-FACTOR	
STRUCTURE OF THE EPAQ-R.....	215
8.5.1 Catell's scree test.....	218
8.5.2 The Eigenvalue specification.....	218
8.5.3 Criterion of substantive importance.....	219
8.5.4 Harman's criterion.....	219
8.5.5 Communality estimates.....	220
8.5.6 Velicer's MAP and Parallel Analysis.....	220
8.5.7 Factor Loadings.....	220
8.5.7.1 Cross loadings of items on the EPAQ-R.....	226
8.5.8 Inter-correlations between the four identified subscales.....	229
8.5.9 Conclusion.....	229
8.6 STUDY TWO.....	229
8.6.1 ASSESSING THE RELATIONSHIPS IN THE PROPOSED HYPOTHESES.....	229
8.6.2 Descriptive statistics	230
8.6.3 Normal distribution of the data.....	230
8.6.4 Equality of variance.....	234
8.6.5 RESULTS OF THE ANOVA'S FOR SEX ROLE IDENTITY, WORK STRESS, SELF-ESTEEM, AND PSYCHOLOGICAL WELLBEING.....	233
8.6.5.1 Sex role identity and work stress.....	233
8.6.5.2 Sex role identity and self-esteem.....	236
8.6.5.3 Sex role identity and psychological wellbeing.....	240
8.6.6 WORK STRESS AS A MODERATOR:	243
TWO-WAY ANALYSES OF VARIANCE.....	
8.6.6.1 Sex role identity, work stress, and psychological wellbeing.....	244
8.6.6.2 Sex role identity, work stress and self-esteem.....	249

8.6.6.3 Conclusion and summary for the one-way and two-way ANOVAs.....	251
8.7 SEX ROLE IDENTITY AND SOCIAL SUPPORT.....	253
8.7.1 Sex role identity and work sources of support.....	253
8.7.1.1 Sex role identity and colleague support.....	253
8.7.1.2 Sex role identity and supervisor social support.....	256
8.7.2 Sex role identity and non-work sources of support.....	259
8.7.2.1 Sex role identity and family support.....	259
8.7.2.2 Sex role identity and friend support.....	262
8.7.2.3 Sex role identity and partner support.....	265
8.7.3 Conclusion and summary for the social support ANOVAs.....	270
8.8 RESULTS OF THE MODERATED MULTIPLE REGRESSIONS.....	272
8.8.1 Results of the assumption tests	272
8.8.2 Results of the moderated multiple regressions.....	278
8.8.2.1 Psychological wellbeing.....	278
8.8.2.1.1 Psychological wellbeing, work stress, and colleague social support..	278
8.8.2.1.2 Psychological wellbeing, work stress, and supervisor social support.	279
8.8.2.1.3 Psychological wellbeing, work stress, and family social support.....	281
8.8.2.1.4 Psychological wellbeing, work stress, and friend social support.....	282
8.8.2.1.5 Psychological wellbeing, work stress, and partner social support.....	283
8.8.2.2 Self-esteem.....	284
8.8.2.2.1 Self-esteem, work stress, and colleague social support.....	284
8.8.2.2.2 Self-esteem, work stress, and supervisor social support.....	285
8.8.2.2.3 Self-esteem, work stress, and family social support.....	286
8.8.2.2.4 Self-esteem, work stress, and friend social support.....	287
8.8.2.2.5 Self-esteem, work stress, and partner social support.....	288
8.9 MMR Results Summary.....	290
8.10 Conclusion.....	291
CHAPTER 9: DISCUSSION.....	292
9.1 INTRODUCTION.....	292
9.2 CONTRIBUTIONS TO THEORY.....	292
9.2.1 The development of the EPAQ-R: A psychometrically valid instrument for	292

assessing the differentiated model of sex role identity.....	
9.2.2 Positive and negative sex role identities and wellbeing.....	293
9.2.3 Positive and negative sex role identities and social support.....	293
9.2.4 The specificity of the wellbeing domain of social support	295
in relation to sex role identities.....	
9.2.5 Positive and negative valences and support for the differentiated	295
androgyny model	
9.2.6 The positive effects of negative masculinity.....	296
9.2.7 The variation in patterns of effect for the masculinities under varying	296
conditions of stress.....	
9.3 ONE WAY ANOVA’S: SEX ROLE IDENTITY AND WORK STRESS,	298
SELF-ESTEEM & PSYCHOLOGICAL WELLBEING.....	
9.3.1 Sex role identity and work stress.....	298
9.3.2 Sex role identity and self-esteem.....	300
9.3.3 Sex role identity and psychological wellbeing.....	301
9.4 STATISTICALLY SIGNIFICANT FINDINGS.....	305
9.4.1 Support for the Androgyny Model and the Differentiated Model	305
of sex role identity.....	
9.4.2 The health outcomes for positively versus negatively valenced identities.....	308
9.5 STATISTICALLY NON-SIGNIFICANT AND COUNTERINTUITIVE FINDINGS...	314
9.5.1 When negative masculinity is a ‘positive’: The counterintuitive findings	315
for negative masculinity.....	
9.5.2 The health benefits of the undifferentiated identity.....	321
9.6 TWO-WAY ANOVA’S FOR WORK STRESS, SEX ROLE, IDENTITY,	322
PSYCHOLOGICAL WELLBEING AND SELF-ESTEEM.....	
9.7 ONE WAY ANOVA’S: SEX ROLE IDENTITY AND SOCIAL SUPPORT.....	329
9.7.1 Sex role identity and work sources of support.....	333
9.7.1.1 Sex role identity and colleague support.....	333
9.7.1.2 Sex role identity and supervisor social support.....	334
9.7.2 Sex role identity and non-work sources of support.....	335
9.7.2.1 Sex role identity and family support	335

9.7.2.2 Sex role identity and friend support.....	336
9.7.2.3 Sex role identity and partner support.....	338
9.8 STATISTICALLY SIGNIFICANT FINDINGS.....	339
9.8.1 The significant findings for positive androgyny.....	339
9.8.2 The significant findings for positive femininity.....	339
9.8.3 Significant findings for the undifferentiated identity.....	340
9.9 STATISTICALLY NON-SIGNIFICANT EFFECTS	340
AND COUNTERINTUITIVE FINDINGS.....	
9.9.1 Non-significant findings for negative masculinity.....	340
9.9.1.1 Negative masculinity, dominance theory and the blended identity.....	341
9.9.1.2 Negative Masculinity, Social Dominance and Charismatic Leadership.....	341
9.9.2 Non-significant differences between positive masculinity and	343
the negative identities.....	
9.9.3 Non- significant differences between positive femininity	344
and positive masculinity.....	
9.10 CONCLUSION.....	345
9.11 DISCUSSION OF MODERATOR EFFECTS: SOCIAL SUPPORT AS A	347
MODERATOR BETWEEN WORK STRESS AND PSYCHOLOGICAL WELLBEING	
ESTEEM.....	
9.11.1 STATISTICALLY SIGNIFICANT MAIN AND MODERATOR EFFECTS.....	347
9.11.1.1 Psychological wellbeing - Main effects.....	347
9.11.1.2 Psychological wellbeing - Moderating effects.....	347
9.11.1.3 Self-esteem - Main effects.....	348
9.11.1.4 Self-esteem - Moderating effects.....	348
9.11.2 STATISTICALLY NON-SIGNIFICANT MODERATOR EFFECTS.....	348
9.11.2.1 The temporal dimension of social support.....	349
9.11.2.2 Recipient Characteristics: Sex, Gender & Personality Characteristics.....	355
9.11.2.3 Positive femininity and social support:	356
Weighing up intimacy and reciprocity costs.....	
9.11.2.4 Negative femininity and social support:	360
The toxic socio-psychological cocktail of negatively feminine traits.....	

9.11.2.5 Negative masculinity and social support:	362
The constellation of hostility-aggression traits within negative masculinity	
9.11.2.6 Positive masculinity and social support:	364
Self-esteem, mastery and the desire to not appear incompetent.....	
9.11.2.7 Provider Characteristics.....	372
9.11.2.8 Past experience with social support as a usage inhibitor.....	373
9.11.2.9 Relationship characteristics - Intimacy: Too much or too little?.....	374
9.11.3 Conclusion of MMR findings.....	375
9.12 CONCLUSION.....	376
CHAPTER 10: LIMITATIONS OF THE STUDY AND RECOMMENDATIONS	378
FOR FUTURE RESEARCH.....	
10.1 INTRODUCTION.....	378
10.2 THEORETICAL AND METHODOLOGICAL IMPLICATIONS.....	378
10.3 LIMITATIONS RELATED TO CULTURE AND CONTEXT.....	381
10.4 LIMITATIONS RELATING TO SAMPLE.....	383
10.5 LIMITATIONS RELATING TO INDUSTRY AND ORGANISATIONAL	383
CULTURES.....	
10.6 LIMITATIONS RELATING TO SEXUAL ORIENTATION.....	383
10.7 LIMITATIONS RELATING TO THE PSYCHOMETRIC PROPERTIES	384
OF THE EPAQ-R.....	
10.8 LIMITATIONS RELATING TO SEX ROLE IDENTITY AND THE	384
MODERATING ROLE OF SOCIAL SUPPORT.....	
10.9 CONCLUDING COMMENTS & RECOMMENDATIONS	386
FOR FUTURE RESEARCH	
REFERENCE LIST.....	388
APPENDIX A	457
APPENDIX B	466
APPENDIX C	474
APPENDIX D	487

LIST OF TABLES

Table 1 : Internal consistency reliabilities original 1979 sample.....	158
Table 2 : Demographic information for pilot one.....	191
Table 3 : Demographic information for pilot one.....	191
Table 4 : Internal consistency reliabilities for pilot one.....	194
Table 5 : Problematic items	195
Table 6 : Steps to enhance the reliability and validity of the EPAQ	198
Table 7 : Items added.....	200
Table 8 : Demographic information for pilot two.....	202
Table 9 : Demographic information for pilot two.....	202
Table 10 : Internal consistency reliabilities for pilot two.....	205
Table 11 : Demographic information for sample.....	207
Table 12 : Demographic information for sample.....	208
Table 13 : Internal consistency reliabilities for phase two.....	211
Table 14 : Correlations between subscales: Original 1979 sample.....	213
Table 15 : Correlations between subscales: Original 1981 sample.....	213
Table 16 : Correlations between subscales: Current study	213
Table 17 : Eigenvalues and proportion of variance explained.....	219
Table 18 : Factor loadings for the EPAQ-R (59 items)	203
Table 19 : Descriptive statistics and skewness coefficients	230
Table 20 : Levene's test for equality of variances.....	233
Table 21 : Descriptive statistics – sex role identity and work stress.....	234
Table 22 : One way ANOVA – sex role identity and work stress.....	235
Table 23 : Post hoc tests – sex role identity and work stress.....	236
Table 24 : Descriptive statistics – sex role identity and self-esteem.....	237
Table 25 : One way ANOVA – sex role identity and self-esteem.....	238
Table 26 : Post hoc tests – sex role identity and self-esteem.....	239
Table 27 : Descriptive statistics – sex role identity and psychological wellbeing.....	240
Table 28 : One way ANOVA – sex role identity and psychological wellbeing.....	241
Table 29 : Post hoc tests – sex role identity and psychological wellbeing.....	242

Table 30 : Descriptive statistics – sex role identity, work stress, and psychological wellbeing.....	245
Table 31 : Two-way ANOVA – sex role identity, work stress, and psychological wellbeing.....	246
Table 32 : Post hoc tests – sex role identity, work stress, and psychological wellbeing (within category comparison)	247
Table 33 : Post hoc tests – sex role identity, work stress, and psychological wellbeing (within level comparison)	248
Table 34 : Descriptive statistics – sex role identity, work stress, and self-esteem.....	249
Table 35 : Two-way ANOVA – sex role identity, work stress, and self-esteem.....	251
Table 36 : Descriptive statistics – sex role identity and colleague support.....	254
Table 37 : One way ANOVA – sex role identity and colleague support.....	255
Table 38 : Post hoc tests – sex role identity and colleague support.....	256
Table 39 : Descriptive statistics – sex role identity and supervisor support.....	257
Table 40 : One way ANOVA – sex role identity and supervisor support.....	258
Table 41 : Post hoc tests – sex role identity and supervisor support.....	259
Table 42 : Descriptive statistics – sex role identity and family support.....	260
Table 43 : One way ANOVA – sex role identity and family support.....	261
Table 44 : Post hoc tests – sex role identity and family support.....	261
Table 45 : Descriptive statistics – sex role identity and friend support.....	262
Table 46 : One way ANOVA – sex role identity and friend support.....	263
Table 47 : Post hoc tests – sex role identity and friend support.....	264
Table 48 : Descriptive statistics – sex role identity and partner support.....	265
Table 49 : One way ANOVA – sex role identity and partner support.....	266
Table 50 : Post hoc tests – sex role identity and partner support	267
Table 51 : Inter-correlations between the five sources of social support.....	268
Table 52 : Comparison of average social support based on sex role identity.....	270
Table 53 : One way Anovas of the demographic variables for the dependent variables.....	273
Table 54 : Cronbach Alpha Coefficients – Internal consistency reliabilities for all measuring instruments.....	274
Table 55 : Correlations between sex role identity (four subscales) and work stress.....	275
Table 56 : Correlations between sex role identity (four subscales), work stress,	276

and social support.....	
Table 57 : Correlations between sources of social support and work stress.....	277
Table 58 : Moderated multiple regression – work stress, colleague social support, and psychological wellbeing.....	278
Table 59 : Moderated multiple regression – work stress, supervisor social support, and psychological wellbeing.....	280
Table 60 : Moderated multiple regression – work stress, family social support, and psychological wellbeing.....	281
Table 61 : Moderated multiple regression – work stress, friend social support, and psychological wellbeing.....	282
Table 62 : Moderated multiple regression – work stress, partner social support, and psychological wellbeing.....	283
Table 63 : Moderated multiple regression – work stress, colleague social support, and self-esteem.....	284
Table 64 : Moderated multiple regression – work stress, supervisor social support, and self-esteem....	285
Table 65 : Moderated multiple regression – work stress, family social support, and self-esteem.....	286
Table 66 : Moderated multiple regression – work stress, friend social support, and self-esteem.....	287
Table 67 : Moderated multiple regression – work stress, partner social support, and self-esteem.....	289
Table 68 : Overall pattern of sex role identity means for the dependent variables.....	304
Table 69 : Overall pattern of means for sex role identity on five sources of social support....	332
Table 70: Sixteen possible sex role identities.....	380

LIST OF FIGURES

Figure 1 The Transactional Approach.....	14
Figure 2 The Transactional Model.....	15
Figure 3 The Revised Transactional Model	36
Figure 4 The Conservation of Resources Model	37
Figure 5 The Job Strain Model	47
Figure 6 The Demand Control Support Model	48
Figure 7 The Modified Transactional Model	54
Figure 8 Women in top and senior management and professional positions 2003 – 2010..	57
Figure 9 The effects of social support.....	87
Figure 10 The Dual Axis Model of Coping	91
Figure 11 Hypotheses Main Effects.....	154
Figure 12 Hypotheses Main and Moderating Effects	154
Figure 13 Scree plot of Eigenvalues for the EPAQ-R	218
Figure 14 Plotted means – Sex role identity and work stress.....	234
Figure 15 Plotted means - Sex role identity and self-esteem.....	237
Figure 16 Plotted means -Sex role identity and psychological wellbeing.....	241
Figure 17 Plotted means – Sex role identity and psychological wellbeing.....	245
(high, medium, low stress).....	
Figure 18 Plotted means for sex role identity and self-esteem.....	249
(high, medium, low stress conditions)	
Figure 19 Plotted means -Sex role identity and colleague support.....	254
Figure 20 Plotted means - Sex role identity and supervisor support.....	257

Figure 21 Plotted means -Sex role identity and family support.....	260
Figure 22 Plotted means -Sex Role identity and friend support.....	263
Figure 23 Plotted means -Sex role identity and partner support.....	266
Figure 24 Pattern of means for sex role identity and work stress.....	299
Figure 25 Pattern of means for sex role identity and self-esteem.....	300
Figure 26 Pattern of means for sex role identity and psychological wellbeing.....	302
Figure 27 Distribution of sex role identities within the present sample.....	306
Figure 28 The Interpersonal Circumplex Model.....	309
Figure 29 Pattern of means for sex role identity and colleague social support.....	333
Figure 30 Pattern of means for sex role identity and supervisor social support.....	335
Figure 31 Pattern of means for sex role identity and family social support.....	336
Figure 32 Pattern of means for sex role identity and friend social support.....	337
Figure 33 Pattern of means for sex role identity and partner social support.....	338
Figure 34 The time factor of different support dimensions.....	351
Figure 35 The timing of the moderating process.....	353