Women's Spousal and Career Identities in Male-Dominated Industries

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Abstract

There is little known about the importance of women's identities in terms of both their familial domains and their male-dominated career domains, which have contradictory role demands. In this thesis, I build on the literature about positive social identities in organizations through linking married women who work in male-dominated industries and their self-views regarding their spousal and career identities. I propose that identity conflict mediates the effect of positive spousal and career identities such that when women hold favorable regard for their social identities in their marriage or their career, they experience reduced identity conflict and subsequent increased psychological well-being, career commitment, and relationship satisfaction. I explore spousal support as a moderator whereby when women in male-dominated industries have higher levels of spousal support, their positive identities will further reduce their experiences of identity conflict, leading to higher levels of well-being, relationship satisfaction, and career commitment. The results indicate that women's positive spousal and career identities are negatively associated with identity conflict. Identity conflict is subsequently negatively associated with psychological well-being and relationship satisfaction. Additionally, both positive career identity and positive spousal identity were found to have a positive indirect relationship with psychological well-being. The moderating role of spousal support was non-significant. Theoretical contributions, practical implications, and an agenda for future research are discussed.

Keywords: positive social identity; spousal identity; career identity; male-dominated industry; identity conflict

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Introduction

Women face unique challenges in any workplace, but the challenges prevalent in male-dominated industries (e.g., construction, law enforcement, science, technology, engineering, natural resources) are particularly difficult to navigate (Martin & Barnard, 2013). Many of these challenges are vexing dilemmas begrudgingly familiar to many women. For example, how to strike a balance between being *too feminine* and *not feminine enough*, how to be assertive without being *bossy*, how to achieve work-life balance while also achieving respect as a committed employee, how to be empathetic and compassionate without being *overly emotional*, and how to appear competent without coming off as *cold* (see Belkin, 2007).

Given these challenges, researchers have explored how women's numerical representation in an organization influences their experiences (see Ely, 1995; Martin, 1985; Yoder, 1991; Zimmer, 1988). When women are a numerical minority in a workplace, they are negatively affected by factors such as lower social support and heightened visibility (Cha, 2013; Settles, 2004), they face restrictive stereotypes (e.g., office mother or housekeeper) (Berdahl, Cooper, Glick, Livingston, & Williams, 2018; Sarathchandra, Haltinner, Lichtenberg, & Tracy, 2018), receive less career development and mentoring opportunities (Campuzano, 2019), experience greater stress and anxiety (Qian & Fan, 2019), and are assumed to be less capable of leadership (Campuzano, 2019) relative to women who work in gender-balanced industries. Furthermore, women with careers in male-dominated industries may be operating in workplaces with a "blokey culture" (p. 807) that foster exclusion, sexual harassment, bullying, discrimination, and other inappropriate gendered practices (Laplonge, 2016).

These barriers are challenging for a number of reasons, but particularly with respect to women's abilities to bring their authentic selves to their workplace. Authenticity is the

"subjective experience of alignment between one's internal experiences and external expressions" (Roberts & Dutton, 2009, p. 151). Research has demonstrated that authenticity is beneficial for individuals and is associated with greater overall well-being (e.g., Lopez & Rice, 2006; Ryan, LaGuardia, & Rawthorne, 2005). Ultimately, there are emotional consequences (e.g., identity conflict, cognitive dissonance) and productivity costs (e.g., decreased motivation) associated with inauthenticity (see Bell & Nkomo, 2001; Ely & Thomas, 2001; Hewlin, 2003; Roberts, 2005).

In particular, inauthenticity fosters identity conflict (Kernis & Goldman, 2006; Sheldon, Ryan, Rawsthorne, & Ilardi, 1997). Identity conflict occurs when there are two or more identities that compete for priority in such a way that the fulfillment of one role makes the fulfillment of the other role more challenging (e.g., spouse and employee) (Kahn, Wolfe, Quinn, Snoek, & Rosenthal, 1964; Van Sell et al., 1981). Identity conflict is associated with negative psychological, social, and physical consequences (Brook, Garcia, & Fleming, 2008; Downie, Koestner, ElGeledi, & Cree, 2004; O'Driscoll, Ilgen, & Hildreth, 1992; Settles, 2004). This influences individuals in both their career roles and familial roles. Identity conflict is associated with decreased self-esteem (Ely, 1995), lower motivation and commitment towards one's career role (Dutton, Roberts, & Bednar, 2010; Peters, Ryan, & Haslam, 2015; Steele, 1997), and reduced familial satisfaction (Aryee, 1992; Coverman, 1989).

Women who encounter these challenges, such as identity conflict, are more likely to vacate their positions in male-dominated industries (Dutton et al., 2010; Peters et al., 2015; Sarathchandra et al., 2018; Steele, 1997). This is particularly problematic because many male-dominated industries provide highly paid employment opportunities and encouraging women to enter such industries is an effective tool for reducing the gender wage gap (Wright, 2014).

Enriching our understanding of how women navigate identity conflict in male-dominated contexts is crucial to increasing their participation in these contexts.

Karelaia and Guillén explore this conundrum of identity conflict in a male-dominated context in their 2014 study entitled, "Me, a woman and a leader: Positive social identity and identity conflict". Their study focuses on how women leaders see themselves and experience leadership roles through the lens of positive social identities and identity conflict. They explore the outcomes women face when they hold the two seemingly incongruent roles of "leader" and "woman". They argue that leadership is a masculine context that has the potential to create identity conflict for women leaders (Karelaia & Guillén, 2014). Overall, their findings suggest that positive identities play a protective role against identity conflict and reduce the negative outcomes associated with identity conflict (Karelaia & Guillén, 2014).

In this study, I expand on Karelaia and Guillén's research to explore the outcomes of incongruent identities held by women who are married or in common-law relationships who also work in male-dominated industries. Throughout this thesis, the term "wife" is being used to refer to women in either married or common-law relationships. The term "married" is being used to refer to the status of being in either a married or common-law relationship.

The two chosen identities I will focus on in this study are "wife" and "woman employee in a male-dominated industry". I chose these identities because the role demands associated with being an "ideal wife" and an "ideal worker" (in a male-dominated industry) are incompatible (Cha, 2013). Specifically, ideal wives are always available to their families, but ideal workers are always available to their employer (Williams, Berdahl, & Vandello, 2016). Additionally, wives are often expected to engage in stereotypically female behaviours (e.g., communality), but employees in male-dominated industries are expected to display stereotypically male behaviours

(e.g., agency) (Cha, 2013; Ellemers, 2018; Shortland, 2015). To my knowledge, there has not been a study on the influence of spousal identity and career identity on women's work in male-dominated industries.

I chose to focus on women's spousal roles rather than their parental role because (1) mothers have lower full-time employment rates than fathers and women without children (Beghini, Cattaneo, & Pozzan, 2019), which suggests that the spousal identity is one which is more prevalent amongst working women than is the motherhood identity; and (2) fatherhood and motherhood are both associated with caretaking (to varying degrees), so both are incompatible with ideal worker norms, but in spousal relations only the wife role is associated with caretaking, so only wives are in violation of worker norms (the husband role is associated with breadwinning) (Ellemers, 2018; Martins, Eddleston, & Veiga, 2002; Swanberg, 2004; Williams et al., 2016). The caretaking expectations associated with the role of "wife" may not be applicable in same-sex relationships, for same-sex relationships may not follow the schemas and scripts associated with heterosexual relationships (Kurdek, 2001).

In this study, I build on the literature about positive social identities in organizations (see Dutton et al., 2010) through linking married women's self-views regarding both their spousal and career identities. Identity conflict occurs when women perceive their spousal identity and their career identity (as women in a male-dominated industry) as incompatible (Settles, 2004). I explore whether positive identities are negatively associated with identity conflict, given the protective power of positive identities (Dutton et al., 2010; Karelaia & Guillén, 2014; Taylor & Brown, 1988).

I propose that identity conflict mediates the effect of positive spousal and career identities such that when women hold favorable regard for their social identities in their marriage or their

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career, they experience reduced identity conflict and subsequent increased psychological well-being, career commitment, and relationship satisfaction. Given that women's experiences of identity conflict between their spousal and career roles may be influenced by their spouses, I also examine the moderating role that spousal support has on these mediated relationships. To test my hypotheses, I surveyed a large sample of women who were either married or in a cohabiting relationship and who were also employed in a male-dominated industry. This research contributes to literature on women in the workplace and the influence of positive social identities on both work and life outcomes.

In this thesis, I provide (1) a background on gender, the work-family interface, and the context of women in male-dominated industries; (2) a theoretical development of the study in the context of positive social identity and identity conflict and a conceptual model; (3) an overview of the methodology and data analysis; (4) a discussion of the results, and (5) concluding thoughts in terms of the theoretical contributions, limitations, practical implications, and future research directions.

Literature Review

Women in Male-Dominated Industries

Women face a plethora of unique barriers and challenges in male-dominated industries. Most notably, they encounter heightened visibility and lower social support (Cha, 2013; Settles, 2004); gendered stereotypes (Berdahl et al., 2018; Campuzano, 2019; Sarathchandra et al., 2018); higher levels of stress and anxiety as compared to women who work in gender-balanced industries (Qian & Fan, 2019); fewer opportunities for career development (Campuzano, 2019);

and increased levels of exclusion, sexual harassment, bullying, discrimination, and other harmful gendered events (Laplonge, 2016).

There are also unique characteristics inherent to male-dominated industries that further exacerbate the barriers women face for full participation. Male-dominated industries typically involve workdays that consist of long hours, which is particularly problematic for women, who are more likely to hold family caregiving responsibilities (Acker, 2006; Watts, 2009). Moreover, many male-dominated industries involve dangerous work that entails physical risk and rewards stereotypical displays of masculine behaviour (e.g., emotional detachment, assertiveness, toughness, bravado in response to danger, physical prowess and strength, agency, and skill with tools and technology) (Ely & Meyerson, 2010). These factors may be unattractive to women when considering the industry or exclude them altogether from these roles that are traditionally held by men due to assumptions that women are not masculine enough to succeed (Ely & Meyerson, 2010). Ultimately, women who enter these industries are more likely to be found in administrative roles rather than manual or skilled occupations (Wright, 2014).

Prokos and Padavic (2002) argue "masculinity is rendered most visible in situations where it is challenged" (p. 441), such as when women enter occupations that are perceived as masculine. Male-dominated industries tend to include a climate of masculine camaraderie where women are seen as disruptive invaders of "accepted male power networks" (Watts, 2007, p. 261). Women's entries into such an industry may be interpreted as threatening because this signifies that this industry no longer represents masculinity, which may render a feeling of loss for men who engage in this industry as an expression of masculinity (Ely & Meyerson, 2010).

This fragile masculinity results in the need for women to engage in "emotion management strategies" (Wright, 2014, p. 995) to mitigate the negative reactions to their

disruptive participation in a male-dominated industry. Heterosexual women who work in male-dominated industries may have to appease fragile masculinity both at home with their husbands and at work with their coworkers (Wright, 2014). In the workplace, these emotional management strategies involve women frequently downplaying their differences from the male majority, staying silent on work-life balance issues, and conforming to masculine ideals (e.g., agency, emotional detachment) (Watts, 2009; Wright, 2014). At home, women may engage in more domestic duties as a way to minimize the influence of their gender deviance (Bittman, England, Sayer, Folbre, & Matheson, 2003) or diminish their breadwinning role (Charles & James, 2005; Wright, 2014).

Barriers To and Strategies for Women in Male-Dominated Industries

When women join male-dominated industries, there are numerous factors that they must respond to as they traverse the unwelcoming terrain. The literature on the topic of women in male-dominated industries is varied, so I have chosen to focus on four themes: (1) threats to identity, (2) sexism in male-dominated industries, (3) gender stereotypes in male-dominated industries, and (4) ideal worker norms in male-dominated industries.

Threats to Identity. When navigating the challenges inherent in a male-dominated industry, some women embrace an organization's preference for employees to exhibit stereotypically masculine traits (e.g., assertiveness, independence), while others reject masculinity out of a preference for and pride in stereotypically feminine qualities (e.g., sensitivity, compassion) (Ely, 1995). Unfortunately, some women may internalize organizations' devaluations of women, which negatively influences self-esteem and dissuades authenticity (Ely, 1995).

Martin and Phillips (2017) advocate for gender-blindness as a strategy against the rampant reliance on gender roles and gender stereotypes in male-dominated industries. Gender-blindness involves downplaying the differences between men and women and focusing on the similarities instead, which leads to increased workplace confidence for women (Martin & Phillips, 2017). Many women in male-dominated industries adopt this strategy of "downplaying their femaleness and difference from the male majority in order to 'fit in'" (Wright, 2014, p. 992).

Some women in male-dominated industries have downplayed their femaleness to the point of disassociation from it altogether (in terms of their career identity) (Derks, Elllemers, Van Laar, & De Groot, 2011). These women are referred to as *Queen Bees* and are described as "senior women in masculine organizational cultures who have fulfilled their career aspirations by dissociating themselves from their gender while simultaneously contributing to the gender stereotyping of other women" (Derks et al., 2011, p. 519). Queen Bees emphasize their career commitment and masculine qualities, all while derogating other women and negatively affecting their career advancement in male-dominated industries (Derks et al., 2011; Ellemers, Van Den Heuvel, De Gilder, Maass, & Bonvini, 2004; Staines, Tavris, & Jayaratne, 1974). This is troublesome because positive female role models are particularly important for women traversing male-dominated industries (Shortland, 2015).

The Queen Bee phenomenon is not a maliciously intended reaction, but rather an individual's response to social identity threat (Ellemers, 2001). Social identity refers to the aspect of an individual's self-image that is based on the groups to which they belong (Tajfel & Turner, 1986). As such, if women work in an environment where their gender is devalued, they may experience a threat to their social identity and require a coping mechanism or survival

strategy if they are going to remain. In this context, their options are to either collectively mobilize other women to combat negative feminine stereotypes or disassociate from the marginalized group (Branscombe, Ellemers, Spears, & Doosje, 1999; Derks et al., 2011).

The strategy of disassociating from the group becomes particularly problematic if individuals further distance themselves from the marginalized group by stressing the differences between themselves and other members of that group (e.g., "I am not like other women") (Derks et al., 2011). Ultimately, women do not engage in these behaviours out of a desire to compete with other women or devalue them, but rather to survive and compete in a sexist organization (Derks et al., 2011). However, this does lead to negative outcomes for other women.

Sexism in Male-Dominated Industries. Unfortunately, women must find strategies to navigate in a male-dominated industry because they are often targets for mistreatment and recipients of gendered backlash via sexual harassment and/or sexist treatment (Rudman & Phelan, 2008). In male-dominated industries, sexism and sexual harassment are used as tools to deter and exclude women (Rudman & Phelan, 2008; Watts, 2007) and exercise power (Uggen & Blackstone, 2004).

Sexist behaviour can be either hostile or benevolent and the same individual can express both (Good & Rudman, 2010). Hostile sexism involves the expression of "antipathy toward women who assert their rights or who seek to have power over men" (Good & Rudman, 2010, p. 481). Where hostile sexism is a clear conveyance of disdain for women, benevolent sexism reflects a positive yet paternalistic view of women as warm but incompetent (Glick & Fiske, 1996, 2001), likeable yet weak (Good & Rudman, 2010), and in need of protection by men (Ellemers, 2018). Benevolent sexism can be particularly harmful due to its ubiquity, subtlety, and ambiguity (Barreto, Ellemers, Piebinga, & Moya, 2010; Good & Rudman, 2010).

Benevolent sexism and hostile sexism both rely on traditional gender stereotypes, support

patriarchal views, and rely on women to remain in their conventional gender roles (e.g.,

homemaker) (Barreto, et al., 2010; Glick et al., 1997; Good & Rudman, 2010).

Sexual harassment is within the category of sexist behaviour and is defined as unwanted,

abusive, and counterproductive sex-related behaviours that are offensive and threatening to the

recipient (e.g., gender and sex-based verbal abuse, bullying, exclusionary behaviours, etc.)

(Fitzgerald et al., 1997; McDonald, 2012; Thornton, 2002; Zippel, 2006). Sex and gender

harassment are more likely to occur when women represent the numerical minority, for instance

in a male-dominated work-industry, and are tools used to undermine the status of women and

maintain masculine authority (Collier, 1995; Lengnick-Hall, 1995; Nicolson, 1997; Parker &

Griffin, 2002; Uggen & Blackstone, 2004; Watts, 2009).

Humor is a unique tool for sexism wielded in male-dominated work industries to exert

power over and exclude the unwelcome women (Eisenberg, 2004; Watts, 2007). Much of the

humor overtly directed at women is sexist and lewd (Evetts, 1996; Stockdale, 2005; Watts,

2007). Women are often left in positions where they have to appear good-humored and embrace

hostile jokes because otherwise they will appear humorless, which further excludes them from a

male-dominated industry due to the importance of humor in masculine culture (Hay, 2000;

Watts, 2007). Overall, humor may be used as a tool of punishment and/or sexual harassment

against women and serves as a powerful weapon that is veiled in the facade of good-natured fun

(Stockdale, 2005; Watts, 2007).

Through interview and survey data, McLaughlin, Uggen, and Blackstone (2012) found

that the experiences of harassment that women face in male-dominated industries go far beyond

the "typical harassment scenario of a male boss and a female subordinate" (p. 636). In male-

dominated industries, women are told sexually suggestive stories, are the recipients of inappropriate comments and jokes about their appearance and gender, are subject to being stared at or leered at by coworkers, and experience sexual advances and frequent catcalls (McLaughlin et al., 2012). McLaughlin et al. (2012) suggest that these behaviours may be interpreted as "menacing, malicious, or degrading" (p. 634) by women due to the social and numerical isolation that they experience in male-dominated industries. Moreover, in male-dominated industries, women in supervisory positions are more likely to encounter harassment than women in non-supervisory positions and men in any position (McLaughlin et al., 2012).

      Gender Stereotypes in Male-Dominated Industries. Gender roles tend to be played out in organizations and may even influence the sector an individual feels qualified to work in (Ely & Meyerson, 2010; Frome, Alfred, Eccles, & Barber, 2006). Women are overrepresented in sectors where communal traits are valued (e.g., nursing) and men tend to dominate in sectors where agentic traits are valued (e.g., policing) (Ellemers, 2018; Jarman, Blackburn, & Racko, 2012; Watts, 2009). For many women, their desire for a family-flexible profession is negatively associated with their commitment to a male-dominated profession (Frome et al., 2006, 2008). Moreover, women who place high priorities on having a family in the future are less likely to become science majors (Ware & Lee, 1988) as a strategy to minimize future work-family conflict (Radcliffe & Cassell, 2015).

      For women who are in male-dominated professions, gender roles play a heightened role where women tend to be assigned to socioemotional concerns and are perceived as more empathetic, sensitive, and flirtatious than men (Ely, 1995). In such working environments, men may be protecting their masculinity using gender roles. Many male-dominated industries involve dangerous work and physical risks, which may contribute to an image of masculinity that

involves physical and technical mastery, a lack of emotionality, courage, and strength (Ely & Myerson, 2010). When conventional gender roles are practiced at work, this negatively affects women's experiences of identity, authenticity, and confidence and creates workplace inequalities (Martin, 2003).

The practice of gender is reliant on gender stereotypes, which describe one's expectation of how one believes men and women *will* and *should* behave (i.e., they are both prescriptive and descriptive) (Burgess & Borgida, 1999; Ellemers, 2018; Prentice & Carranza, 2002). Prescriptive stereotypes are based on the characteristics that women should possess, and descriptive stereotypes are based on the characteristics that women already do possess (Burgess & Borgida, 1999; Eagly, 1987). When people behave in line with gender stereotypes, they are more likely to be evaluated positively by others (Eagly & Mladinic, 1994). Men are expected to display agency (i.e., competitive drive), prioritize work, and convey competence (Ellemers, 2018). Conversely, women are expected to display communality (i.e., care for others), prioritize family, and convey warmth (Ellemers, 2018).

Gender stereotypes become particularly problematic when the behaviour required for success in a given situation violates the stereotypical expectations that men and women ought to embody (Ellemers, 2018; Heilman, Wallen, Fuchs, & Tamkins, 2004). For example, in a traditionally male-dominated industry, women may have to convey agentic and competent qualities in order to successfully perform or even acquire their job (Glick, Zion, & Nelson, 1988; Heilman et al., 2004). However, they may be vulnerable to negative outcomes (e.g., being disliked or devalued) because they appear not only to lack communality, but to be downright hostile, cold, and counter-communal (Ellemers, 2018; Heilman et al., 2004).

This conundrum of women being expected to simultaneously display masculinity *and* preserve femininity is described by some as a double bind (Denissen, 2010; Gherardi & Poggio, 2001) or a catch-22 whereby women are "damned if they disconfirm feminine stereotypes and damned if they do not" (Rudman & Phelan, 2008, p. 62). The backlash women face for deviating from conventional feminine stereotypes presents barriers for them in performance evaluations (Heilman et al., 2004; Rudman & Phelan, 2008). Being disliked may influence the treatment, evaluations, recommendations, salary, opportunities, and organizational rewards that women receive in male-dominated organizations (Heilman et al., 2004). Men may also face backlash if they violate masculine stereotypes (Rudman & Phelan, 2008) because ideal worker norms in male-dominated industries are reliant on the display of conventionally masculine stereotypes (Cha, 2013; Davey, 2008; Derks et al., 2011; Linehan & Scullion, 2008).

Ideal Worker Norms in Male-Dominated Industries. An "ideal worker" is someone who can and will "serve the needs of the workplace without being disrupted by non-work demands" (Cha, 2013, p. 161). Ideal workers have unlimited time to spend at work, they show up early and stay late, possess masculine qualities (e.g., agentic, rational, strong), are not bound by family obligations, and prioritize work around all other aspects of their life (Brumley, 2014; Cha, 2013; Shortland, 2015). Padavic, Ely, and Reid (2020) explain, "Those striving to be the ideal worker must adopt the psychological stance of 'my job is all-important'" (p. 86). Swanberg (2004) argues that organizations need to reframe how they envision the "ideal worker" because this ideal is ingrained within historical work structures and practices from a time when women were sole caretakers and men were sole breadwinners.

The ideal worker norm present in male-dominated industries is firmly "rooted in idealized images of masculinity" (Watts, 2009, p. 40). Oftentimes, organizations exaggerate the

masculine qualities required to be an ideal worker and tend to define one's competence in a role based simply on whether they fit the ideal worker norms, which are inherently masculine (Acker, 1990; Eagly & Carli, 2007; Ely & Myerson, 2010; Kolb, Fletcher, Meyerson, Sands, & Ely, 2003; Landy & Farr, 1980; Martin, 2001; Parker & Griffin, 2002). For many ideal workers, male-dominated industries become an "arena for demonstrating competence" and a "proving ground for masculinity" (Ely & Myerson, 2010, p. 4).

These norms are particularly problematic for women because, as mentioned above, they tend to be burdened with more domestic obligations and may not be able to log the long hours required to be perceived as an ideal worker (Bianchi, Milkie, Sayer, & Robinson, 2000; Cha, 2013; Kelly, Ammons, Chermack, & Moen, 2010; Padavic et al., 2020; Stone 2007; Williams 2000). In industries that value ideal worker norms (i.e., stereotypically masculine workstyles), women are at a higher risk of experiencing gender discrimination, are less likely to be promoted, and are more likely to receive negative performance evaluations (Buffington, Cerf, Jones, & Weinberg, 2016; Cha, 2013; Ellemers, 2018; MacNell, Driscoll, & Hunt, 2015). Cha (2013) found that overwork norms reinforce occupational gender segregation (i.e., numerical overrepresentation of men) and hinder women's career progress in male-dominated industries.

Thus far, this literature review has detailed the unique factors women face in male-dominated industries and the barriers to and strategies for the women in such industries. The following sections review the work-family literature relevant for married women who work in male-dominated industries.

Work-Family Literature

Throughout the past 50 years, the work-family interface has received considerable attention from scholars who have theorized and explored the various complexities and

responsibilities inherent in being both an employee and a family-member (e.g., Ashforth,

Kreiner, & Fugate, 2000; Clark, 2000; Greenhaus & Beutell, 1985; Greenhaus & Powell, 2006;

Leslie, King, & Clair, 2019; Willmott, 1971). This section includes a brief literature review on

the gendered aspects of the work-family interface that may influence women in male-dominated

industries. Specifically, this section will (1) provide an overview of the work-family interface

and (2) explain the ideal spousal norms inherent in the work-family interface.

   The Work-Family Interface. Traditionally, workplaces consisted primarily of men and

a typical familial structure followed the archetype of men being breadwinners and women as

homemakers (Paustian-Underdahl, Eaton, Mandeville, & Little, 2019). However, unlike the

preceding centuries, the workforce of the 21st century has seen an increase in the number of

dual-career couples and single-parent families (Kossek, 2005). Prior to this shift in the gender

composition of the workforce, many researchers argued that work and family were completely

independent domains, unique in time, space, function, and purpose (Blood & Wolfe, 1960;

Dubin, 1973). However, it became evident that work and family are not distinct, separate life

domains (Burke & Greenglass, 1987; Kanter, 1977; Voydanoff, 1987).

   Much of the work-family research views the work-family relationship as one of conflict,

as the obligations associated with the roles of family-member and employee compete for priority.

Greenhaus and Beutell (1985) define work-family conflict as "a form of interrole conflict in

which the role pressures from the work and family domains are mutually incompatible in some

respect" (p. 77). Ultimately, participation in one role (e.g., employee) is made more difficult by

virtue of having another role (e.g., spouse) due to the limitations of time, the strain from dual-

participation, and the unique behaviours that may be required in each role (Greenhaus & Beutell,

1985).

Work-life ideologies affect an individual's understanding of their identity and the many roles they play in both their work and family lives. In 2000, Clark proposed a work-family border theory stating that "people are daily border-crossers between the domains of work and family" (p. 747). As per this theory, an individual, referred to as the "border-crosser", crosses every day between the domains of work and family, encountering unique border-keepers/domain members in each group and various permeations of each role (e.g., family photos at work, work phone at home).

Ashforth et al. (2000) propose that the segmentation of roles decreases role blurring but also renders boundary crossing and role transitioning more difficult. Likewise, role integration increases role blurring, which makes role transitions simpler, but it also renders the creation and maintenance of boundaries more difficult (Ashforth et al., 2000). Women experience greater difficulty with role integration because they typically experience greater familial role salience than men do (Powell & Greenhaus, 2010). Overall, the identity and role conflict inherent in the work-family interface is not experienced equally among men and women.

Ideal Spousal Norms in the Work-Family Interface. Just as there are stereotypes that produce "ideal worker" norms, there are also stereotypical "ideal wife" norms. These two ideal embodiments are antithetical to each other. Unlike ideal workers who are devoted to their career and display masculine traits, ideal wives are eternally available to their family and exhibit stereotypical female behaviours (e.g., communality, sensitivity) (Williams et al., 2016).

Gender roles posit that men are providers (Dahl, Dezső, & Ross, 2012; Kaufman & Uhlenberg, 2000) and women are caretakers (Paustian-Underdahl et al., 2019). In line with this, wives are expected to caretake for their families, neglect professional achievement, prioritize family, and convey warmth (Ellemers, 2018). To be considered ideal wives, women must take on

the brunt of domestic obligations, which prevents them from logging the hours required to be an ideal worker (Bianchi et al. 2000; Cha, 2013; Kelly, Ammons, Chermack, & Moen, 2010; Stone 2007; Williams 2000).

Literature Review Summary

In this literature review, I have explored the unique challenges women face in male-dominated industries. Women in these contexts must cope with fragile masculinity, exclusion, harmful gender stereotypes, sexual harassment, problematic "ideal worker" norms, and rampant sexism, all of which create barriers for their full, authentic participation in these industries. These same women simultaneously experience contradictory expectations in their spousal roles, where they are expected to be stereotypically feminine, completely devoted to family and caretaking, and sacrificial of professional achievement. Moreover, many women are at a higher risk of experiencing work-family conflict due to their higher familial role salience. Altogether, women constantly face opposing expectations from their spousal and career roles, which renders them in need of strategies for coping with these expectations and navigating their two prominent spheres.

The motivations for this research are to integrate these literatures and examine how women navigate two salient but contradictory identities, namely of spouse and worker in a male-dominated field. As previously indicated, positive regard for one's social identities renders a protective resilience against identity conflict and the subsequent negative consequences associated with it (Dutton et al., 2010). I will argue that having a positive regard for one's spousal identity and career identity in a male-dominated industry will lead to low levels of identity conflict, which subsequently predicts psychological well-being, relationship satisfaction, and career commitment. I also examine the moderating role that spousal support has on these

mediated relationships. In the following section, I build on the literature about positive social identities and identity conflict to develop my theory and subsequent hypotheses.

Theoretical Development

While the literature on both the work-family interface and women in male-dominated contexts is vast and well-established, exploration on the importance of women's identities as it relates to both their home and their work in male-dominated contexts is scant. Women in male-dominated contexts often operate in two dominant identity spheres: work and home. These two roles need to be studied concurrently, for women must navigate these contradictory roles concurrently. In this study, I build upon the literature of social identities and identity conflict to further understand how women's participation in both the familial sphere and male-dominated work sphere might influence specific work, family, and personal outcomes.

Social Identities

Identity is a collection of meanings that individuals resonate and associate themselves with (Gecas, 1982). Social identity is the aspect of one's identity and self-image that is derived from the groups of which they hold membership (Settles, 2004; Tajfel & Turner, 1986). Individuals possess multiple identities and roles, for instance spouse, parent, employee, and friend, with which they tend to prioritize hierarchically and behave consistently with (Kaufman & Uhlenberg, 2000). Indeed, group identification and the possession of multiple social identities is beneficial because it provides individuals with social scripts, behavioral guidance (Thoits, 1987), social skills, economic mobility, social validation, connection, and a lens with which to understand their environment (Settles, 2004).

Importantly, social identities are complex and multifaceted. Karelaia & Guillén (2014) recognize social identities as consisting of four attributes:

"[1] Self-categorization (i.e., identifying self as a member of a particular social category), [2] evaluation (i.e., the positive or negative attitude toward the social category in question, or positive-negative valence of the social category), [3] importance (i.e., the degree of importance of a particular social identity to the overall self-concept), and [4] content (i.e., the extent to which traits and dispositions associated with the social category are endorsed by the individual as self-descriptive)" (p. 205; see also Ashmore, Deaux, & McLaughlin-Volpe, 2004).

Understanding these attributes helps one appreciate the complexities inherent to social identities. In other words, there is more to a social identity than the categorical label (e.g., "wife"), and individuals may foster positive *or* negative regard for their social identities (Karelaia & Guillén 2014).

Positive Social Identities

Social identities are powerful determinants of self-esteem and self-worth (Crocker & Luhtanen, 1990; Hogg, Abrams, Otten, & Hinkle, 2004). When one positively evaluates their membership and identity within a particular social category (e.g., spouse), they hold a positive social identity (Gecas, 1982; Karelaia & Guillén, 2014). Experiencing positive social identities aids individuals as they interpret their roles and navigate their lives (Taylor & Brown, 1988). Moreover, positive social identities can serve as a protective shield against discriminatory or harmful events (Corning, 2002; Karelaia & Guillén, 2014) and result in positive outcomes (e.g., positive well-being or high relationship satisfaction) (Dutton et al., 2010; Karelia & Guillén,

2014). Individuals can better cope with identity-threatening events when they possess a rich repertoire of positive identities that serve as self-affirming tools to build resilience (Crocker & Wolfe, 2001; Dutton et al., 2010; Karelaia & Guillén, 2014; Sherman & Cohen, 2006; Steele, Spencer, & Lynch, 1993).

Dutton, Robert, and Bednar (2011) argue that positive social identities are particularly important for those who face oppression in our society because it empowers them to participate in social change, structural transformation, and resistance against oppression. Maintaining a positive social identity involves questioning external expectations and traditional stereotypes to deepen one's self-understanding (Erikson, 1980). As previously explored, women in male-dominated work contexts face various forms of oppression. Cultivating positive social identities may greatly benefit them on a personal, familial, and professional level, and more scholarly attention to this subject is required.

It is worth noting that having a positive identity does not necessarily entail an individual meeting the stereotypical ideals for that identity. Holding a positive social identity simply means that the individual holds a positive regard for that aspect of themselves and that individuals are capable of "actively construct[ing] identities that are a source of strength and resilience" (Dutton et al., 2011, p. 428). In the context of this study, having a positive spousal identity does not imply that women see themselves as "ideal wives". Likewise, having a positive career identity in a male-dominated context does not mean that women display agentic and masculine behaviors at work, meeting all "ideal worker" norms. Rather, having a positive social identity in either the male-dominated work or spousal domain creates resources for resiliency, such as greater confidence, positive self-esteem, and pride (Dutton et al., 2010).

Positive social identities help alleviate identity conflict (Karelia & Guillén, 2014) through their protective ability because individuals do not have to suppress one role to embody the other. In fact, due to the psychological, physiological, and social resources inherent in positive regard for a social identity (Dutton et al., 2010), women may begin to see their spousal role and career role as congruent and experience reduced identity conflict (Rothbard & Ramarajan, 2009).

Resources gained from holding positive social identities enable women to better navigate their seemingly contradictory roles. Through positive regard for a social identity, women can experience increased self-esteem and resilience, access to self-affirming tools, and subsequent protection from harmful experiences (e.g., discriminatory actions or identity conflict) (Dutton et al., 2010). As such, the resources for married women in male-dominated fields gained from having either a positive spousal identity or a positive career identity will lead to a reduced level of identity conflict.

Identity Conflict

Identities may become problematic if an individual struggles to manage multiple identities from the unique social realms of their lives (Settles, 2004). Holding multiple prominent social identities is difficult for individuals to manage and often results in identity conflict (Van Sell, Brief, & Schuler, 1981). As previously defined, identity conflict occurs when there are two or more identities that compete for priority in such a way that the fulfillment of one role makes the fulfillment of the other role more challenging (e.g., spouse and employee) (Kahn, Wolfe, Quinn, Snoek, & Rosenthal, 1964; Van Sell et al., 1981).

Fortunately, individuals can reduce identity conflict between seemingly contradictory identities through establishing positive social identities and availing of the protective resources associated with them (Dutton et al., 2010). Achieving low identity conflict will also help

individuals to better foster authenticity in their lives and minimize the negative psychological consequences associated with living inauthentically (Brook et al., 2008; Downie et al., 2004; Kernis & Goldman, 2006; Sheldon, Ryan, Rawsthorne, & Ilardi, 1997).

Ultimately, identity conflict is not experienced equally among men and women due to the aforementioned influences of gender stereotypes, gender roles, and other gendered factors that occur in our society. Williams, Berdahl, and Vandello (2016) argue that women face a reality that is "fraught with potential for identity threat" (p. 529). Karelaia and Guillén (2014) recognized the differential experiences of identity conflict among men and women and explored whether women's identities as both "woman" and "leader" conflicted and led to negative outcomes. Building on their work, I propose that married women in male-dominated industries have two salient identities that, on the surface, conflict, but through the gains of a positive social identity, result in low identity conflict.

The motivation for this conceptualization is that it is particularly difficult for an individual to incorporate and assimilate multiple identities into their life, especially when cultural aspects of such identities differ greatly (Settles, 2004). The social expectations surrounding the role of a wife and the role of an employee in a male-dominated industry greatly differ. Ideal wives are always available to their family and ideal workers in male-dominated industries are always available to their employer (Williams, Berdahl, & Vandello, 2016). Moreover, as discussed above, wives are expected to exhibit traditionally feminine behaviours (e.g., communality), while employees in male-dominated industries are expected to exhibit traditionally masculine behaviours (e.g., agency). Therefore, while these identities are seemingly incompatible, I argue that the gains by viewing either of these identities as a source of strength for married women in male-dominated industries will result in reduced identity conflict.

Hypothesis 1a: *Positive spousal identity for women in male-dominated industries is negatively associated with identity conflict.*

Hypothesis 1b: *Positive career identity for women in male-dominated industries is negatively associated with identity conflict.*

The Influence of Identity Conflict

It is well established that identity conflict is associated with a bounty of negative psychological, social, and physical outcomes (O'Driscoll et al., 1992; Settles, 2004). Broadly, identity conflict is associated with decreased familial satisfaction (Aryee, 1992; Coverman, 1989), decreased job satisfaction (Coverman, 1989; Kossek & Ozeki, 1998); and lower overall well-being (Cooke & Rousseau, 1984; Coverman, 1989; Frone, Russel, & Cooper, 1997). Moreover, when an individual experiences identity conflict, their motivation to remain in their conflicting role (e.g., spouse or employee) decreases, thus lowering their commitment to said role (Dutton et al., 2010; Steele, 1997). In my study, I focus on the relationships between identity conflict and (1) psychological well-being, (2) relationship satisfaction, and (3) career commitment.

Identity Conflict and Psychological Well-Being. Psychological well-being refers to one's subjective evaluation of their quality of life and is based on both "momentary moods" and "global life satisfaction judgements" (Kim-Prieto, Diener, Tamir, Scollon, & Diener, 2005, p. 261). There are several explanations for why identity conflict negatively influences well-being. For example, identity conflict may threaten an individual's sense of self (Thoits, 1991), diminish one's ability to engage in coping strategies due to stress (Cooke & Rousseau, 1984), or drain an individual's cognitive resources (Fried, Ben-David, Tiegs, Avital, & Yeverechyahu, 1998).

There are many studies that explore the influence of identity conflict on well-being (see Brook et al., 2008; Downie et al., 2004). Settles (2004) found that female scientists (i.e., women employed in a male-dominated industry) experienced diminished well-being if their gender identity and career identity were perceived as incongruent. Overall, women who work in male-dominated industries experience greater stress and anxiety than women who work in other industries (Qian & Fan, 2019), and women experience greater psychological distress compared to men when they experience conflict between their familial and career identities (Glavin, Schieman, & Reid, 2011). In fact, these apparent gendered experiences of work-family conflict have been suggested as an explanation for spouses who have differing levels of well-being (Simon, 1995).

Ultimately, when individuals experience reduced identity conflict between their various social identities, they are likely to experience increased well-being (Greenhaus & Powell, 2006; Ruderman, Ohlott, Panzer, & King, 2002). This enrichment results from the psychological, physiological, and social tools and resources provided by holding positive identities (Dutton et al., 2010). I posit that if individuals achieve low identity conflict, they will experience positive psychological well-being rather than diminished well-being, depression, and low life-satisfaction, all of which are associated with identity conflict (Cooke & Rousseau, 1984; Coverman, 1989; Frone et al., 1997; Kossek & Ozeki, 1998). However, if women in male-dominated industries experience high identity conflict, those outcomes will be worsened.

> ***Hypothesis 2a:*** *Identity conflict is negatively associated with psychological well-*
>
> *being.*

Identity Conflict and Relationship Satisfaction. As observed by Byrne and Barling (2017), women's career roles may result in spillover and crossover effects in their marriages,

which has the potential to affect their overall relationship satisfaction. Although Byrne and Barling explored the marriages of women in high status positions, I believe that women employed in male-dominated industries are similarly vulnerable to experience marriage challenges if their spousal and career identities conflict. Similar to women in male-dominated industries, women in high status roles must exhibit conventionally male behaviours and, in doing so, defy gender stereotypes and role expectations (Byrne & Barling, 2017).

As previously discussed, many male-dominated occupations present lucrative earning opportunities. Therefore, women employed within male-dominated industries may be the breadwinners in their respective relationships (Wright, 2014). In heterosexual relationships, female breadwinners may experience the counterintuitive pressure (external or internal) to increase their domestic contributions to compensate for their violation of stereotypical gender roles (Bittman et al., 2003). This is particularly true for partners who have children, which further solidifies traditional gender roles (Crompton, Brockmann, & Lyonette, 2005). Heterosexual norms tend to persist so strongly in the face of gender role deviance that some women are reluctant to identify themselves as the breadwinner, even if it is objectively true (Charles & James, 2005). Moreover, even when it is economically nonsensical, dual-earning couples tend to prioritize men's careers (Becker & Moen, 1993).

These structural hurdles and pressures experienced by women contribute to the aforementioned conundrum of struggling to be ideal partners and ideal workers due to the incompatibility of these identities (Cha, 2013). Unfortunately, many women who experience identity conflict are left with no option but to engage in satisficing behaviours, which refer to "the actions taken by women who are unwilling to maximize career goals at the expense of family but wish to reach a high level in both" (Shortland, 2015, p. 1454). Overall, identity

conflict is associated with decreased satisfaction in familial relationships, such as marriage (Aryee, 1992; Coverman, 1989). Therefore, if women can avail of the protective tools associated with positive identities and achieve low identity conflict between their spousal and career roles, they may not experience these reduced levels of relationship satisfaction.

Hypothesis 2b: Identity conflict is negatively associated with relationship satisfaction.

Identity Conflict and Career Commitment. Lastly, identity conflict experienced by individuals in counter-stereotypical domains presents motivational consequences (Schmader, 2002). In the context of this study, women who perceive an incongruence between their spousal and career identities may be debilitated by their deviation from prototypical group member behaviours (Schmitt & Branscombe, 2001). These women are less likely to feel motivated and more likely to vacate their position (Dutton et al., 2010; Peters et al., 2015; Steele, 1997).

Low career commitment is a particularly high risk for women who endorse traditional gender stereotypes and roles (Barreto et al., 2010). Women generally experience lower levels of career-fit confidence in male-dominated industries than men do (or women do in other industries) because there is the cultural bias that women are less qualified and less of a fit for these roles that are traditionally filled by men (Cech, Rubineau, Silbey, & Seron, 2011; Charles & Bradley, 2009; Ridgeway, 2009). Cech et al. (2011) suggest that perceived compatibility between gendered identities (e.g., woman, spouse, mother) and professional identities leads to career-fit confidence. Women with higher levels of career-fit confidence are more likely to persist in male-dominated industries (Cech et al., 2011).

Hypothesis 2c: Identity conflict is negatively associated with career commitment.

Identity Conflict Mediation

Ultimately, I hypothesize that positive spousal identity and positive career identity lead to reduced identity conflict, which then predicts psychological well-being, relationship satisfaction, and career commitment. The psychological, physiological, and social resources associated with positive social identities help individuals reduce and withstand identity conflict (Dutton et al., 2010). This should enable women in male-dominated industries to subsequently experience positive personal and professional outcomes.

Given that identity conflict is associated with lower overall well-being, decreased familial (e.g., marital) satisfaction, and decreased career commitment, I predict that if married women working in male-dominated industries experience positive social identities and access the accompanying protective resources, they will experience reduced levels of identity conflict, and thus avoid the negative consequences associated with identity conflict in terms of well-being, relationship satisfaction, and career commitment.

> *Hypothesis 3a: Positive spousal identity indirectly and positively predicts (a) psychological well-being, (b) relationship satisfaction, and (c) career commitment as mediated via identity conflict.*

> *Hypothesis 3b: Positive career identity indirectly and positively predicts (a) psychological well-being, (b) relationship satisfaction, and (c) career commitment as mediated via identity conflict.*

Spousal Support Moderation

This study explores the salient identity of "wife", which implicitly assumes a partner. As such, it is valuable to understand how one's spouse influences their positive identity development and their subsequent level of identity conflict. In particular, investigating the level

of support women's respective spouses provide may shed light on women's abilities to flourish in a positive identity and offer insight into their reports of identity conflict. I propose that higher levels of spousal support are associated with lower levels of identity conflict, and thus positive reports of psychological well-being, relationship satisfaction, and career commitment. The following sections explore two the categories of spousal support investigated in this study: instrumental support and emotional support.

Instrumental Support. Demanding working hours and long days are an integral part of many male-dominated working industries (Watts, 2009). To be an ideal worker, one must be endlessly available for work without other obligations, familial or otherwise (Cha, 2013). However, these norms are particularly troublesome for women because they are typically burdened with various domestic responsibilities, such as eldercare, childcare, and household upkeep (Acker, 2006; Watts, 2009).

However, if women's partners alleviate their domestic obligations through providing instrumental support (tangible task assistance, e.g., childcare) (King, Mattimore, King, & Adams, 1995), women are better able to focus on their careers and may perceive their non-traditional career roles as respected and accepted by their spouses (Byrne & Barling, 2017). This instrumental support not only contributes to maintaining an equitable marriage (Tichenor, 2005), but likely also assists women with reducing identity conflict between their contradictory spousal and career roles.

If women's spouses do not hold women singularly accountable for the "wifely duties" of the household and encourage them to achieve career success, spouses essentially free women from "ideal wife" norms and ease their role tension. Overall, instrumental support from a spouse may increase the positive lens through which married women in male-dominated industries view

their career identity, thus reducing their levels of identity conflict and ultimately positively influencing psychological well-being, relationship satisfaction, and career commitment.

Hypothesis 4a: *Positive career identity indirectly and positively predicts (a) general well-being, (b) relationship satisfaction, and (c) career commitment as mediated via identity conflict and is moderated by instrumental spousal support, such that when perceptions of instrumental spousal support are high, the negative relationship between positive career identity and identity conflict is stronger.*

Emotional Support. Women in male-dominated industries are dealt a uniquely challenging emotional task. They encounter increased levels of exclusion, sexual harassment, bullying, discrimination, and other harmful gendered events (Laplonge, 2016); lower social support and heightened visibility (Cha, 2013; Settles, 2004); and higher levels of stress and anxiety than women in other industries (Qian & Fan, 2019). Some women may internalize the organization's devaluation of women, which decreases self-esteem and discourages authenticity (Ely, 1995). As previously mentioned, there are emotional consequences associated with inauthenticity, such as identity conflict (Kernis & Goldman, 2006).

Moreover, due to the fragility of masculinity often found in these industries, women must engage in emotional labor to mitigate the negative reactions to their participation in a male-dominated industry (Wright, 2014). For heterosexual women, they may also have to appease fragile masculinity for their spouse at home, especially if they are a breadwinner or are otherwise perceived as a demasculinizing presence (Bittman et al., 2003; Wright, 2014).

However, emotional support, which is defined as support that allows one to feel cared for and understood (King, Mattimore, King, & Adams, 1995), may minimize the influence of backlash experienced by women who deviate from typical gender norms (Rudman & Phelan,

2008). Emotional support from their spouse may help them navigate their emotionally taxing career roles, while also enriching them with an emotionally-supportive marriage. In short, if women have emotionally-supportive partners, they may experience a deeper positive career identity and reduced levels of identity conflict between their two roles of wife and employee, which enhances their psychological well-being, relationship satisfaction, and career commitment.

Hypothesis 4b: *Positive career identity indirectly and positively predicts (a) general well-being, (b) relationship satisfaction, and (c) career commitment as mediated via identity conflict and is moderated by emotional spousal support, such that when perceptions of emotional spousal support are high, the negative relationship between positive career identity and identity conflict is stronger.*

<Insert Figure 1 here>

Methods

Recruitment and Participants

Step 1. In December 2020, I acquired ethics approval for this study via the Interdisciplinary Committee on Ethics in Human Research (ICEHR) at Memorial University of Newfoundland. The letter of approval can be found in Appendix A.

To collect the data for this thesis, I made several recruitment efforts. As part of a grant my supervisor was awarded, I partnered with a local organization to study women in the Newfoundland and Labrador natural resources sector. The goal was to recruit from within this organization's network of women who are employed in male-dominated industries with the partner organization leading the recruitment effort.

In March 2021, the partner organization sent a recruitment email to their network of women requesting their voluntary participation in the study. They also recruited via social media through their followers. Unfortunately, bots infiltrated the study, so I had to forfeit my data. "Bots" are fraudulent "participants" created via software applications (Pozzar et al., 2020). Depending on the sophistication of the software application, the "respondent" may meet all eligibility criteria (Pozzar et al., 2020). Bots pose a major threat to sample validity and data integrity because they are not real participants and all of the responses are fraudulent (Pozzar et al., 2020). Upon examining the responses, I saw that before the bot infiltration there was a number of real participants. I compensated these participants as per the study agreement, and then contacted the ICEHR to report what happened.

After this failed attempt, I scoured the literature and the internet for more information on how to avoid bot infiltration for online surveys. In a CBC article from February 9, 2021, the Canadian Security Intelligence Service director, David Vigneault, reported that cyber threats were becoming increasingly problematic and named academia and university labs as particularly at risk (Tunney, 2021). Following best practices as recommended by Qualtrics and Dr. Melissa Simone of University of Minnesota (Simone, 2019), I included additional open-ended questions in my study, added extra attention check questions throughout my study, asked the same question twice in my study to check for inconsistencies, added a captcha, ensured I was tracking geo-location and IP addresses on Qualtrics, added advanced timing measures to my study to track the time a participant spent on each page, and prevented ballot stuffing (i.e., prevented a single IP address from participating more than once).

Step 2. After I made the necessary changes to mitigate concerns regarding bots and other bad actors, I submitted my changes to ethics via an amendment and received approval from

ICEHR in April 2021, which can be found in Appendix B. I attempted recruitment once again in May 2021. As in the first attempt, the primary method of recruitment was via email communication within the partner organization's network. In this attempt, I also implemented snowball sampling. However, as in my first attempt, I unfortunately experienced another bot infiltration. Once again, I contacted the ICEHR on how to proceed.

After some time spent reflecting on my data collection and recruitment attempts, I, along with the partner organization and my supervisor, decided that this was not an appropriate project to undertake with the partner organization and I would need to select an alternate recruitment method. I have maintained a partnership with this organization and hope to conduct a new study with them in the future. However, in the interest of continuing with this study, I altered the recruitment strategy and, after thoughtful consideration and research, chose to recruit via Prolific. I submitted an amendment to ICEHR to reflect this change in recruitment method – the approval letter is in Appendix C.

Prolific is an online crowd-working recruitment platform that specifically caters to researchers' needs through combining high recruitment standards with reasonable costs (Palan & Schitter, 2018). Prolific is an acceptable alternative to traditional lab experiments and also offers greater access to diverse populations, as many lab experiments are limited to student samples (Mason & Suri, 2012; Paolacci & Chandler, 2014; Peer, Brandimarte, Samat, & Acquisiti, 2017).

Step 3: To test my hypotheses, I conducted a cross-sectional study using Prolific as my method of recruitment. My letter of information and study description for Prolific participants can be found in Appendices D and E, respectively. Participants were pre-screened via Prolific to ensure they were women who were in married or cohabiting relationships and worked in a male-dominated industry. I did not limit this sample to women in heterosexual relationships. The

industries included were technology, engineering, science, law enforcement, finance, clergy, entertainment, architecture, aerospace, firefighting, manufacturing, transportation, trades, oil and gas, mining, utility/energy, agriculture, construction, forestry, and fishery/aquaculture. Upon being deemed acceptable to participate in the study, they were then invited to voluntarily participate in a study. Due to my intent to study married women who work in male-dominated industries, the participants do not represent the general population.

Participants had an average age of 32.32 years (SD = 8.34), were in relationships with an average length of 8.21 years (SD = 6.08), had partners with an average age of 34.39 years (SD = 8.74), and 91.6% of participants worked full-time. All participants were in relationships and worked in male-dominated industries. Interestingly, 41.7% of participants were in a same-sex relationship. 49.5% of participants had children. 52.1% of participants reported having a University Bachelor's degree as their highest level of completed education. 28.6% of participants reported being the primary breadwinner in their household.

Data Quality

Following my data collection, I took extra care to ensure that my data was of high quality. As previously mentioned, my survey included attention check questions, a duplicate question (to check for answer consistency), and advanced timing measures. The survey also included a question asking participants about the approximate gender-composition of their workplace (e.g., 10% women, 90% men). This was to confirm that participants in this study truly work in male-dominated contexts. Initially, 204 participants participated in the survey, but after eliminating those who reported at least 50% women in their workplace, those who completed the questionnaire in an abnormally short amount of time (e.g., less than 5 minutes), those who did

not complete the full survey, and those who failed the attention checks and the duplicate question, the final sample consists of 192 participants.

Measures

Given the nature of the variables being studied, self-report measures were deemed the most effective measuring tool due to the intrapersonal nature of this study. Self-report measures are particularly useful when studying one's perceptions of identity (Conway & Lance, 2010; Spector, 2006). Unless otherwise noted, all measures utilized a 7-point Likert-type scale (1 = strongly disagree and 7 = strongly agree). All item measures were randomized and can be found in Appendix F.

Positive Identities. As per Karelaia and Guillén (2014), I employed eight items of the collective self-esteem scale (Luhtanen & Crocker, 1992) to measure the positivity of women's spousal identity and career identity (as women employed in male-dominated industries). These eight items measured women's private and public evaluation of their given social identities. This measure provides a simple way to assess how positively one regards a social identity (see also Ashmore et al., 2004). Each item was adapted accordingly to fit the social role it measures (e.g., "In general, I'm glad to have the social role of 'wife'/'worker in a male-dominated field'"). Participants were first asked about their positive spousal identity and then their positive career identity.

Identity Conflict. I measured participants' perceptions of identity conflict between their spousal and career identities using an adapted six-item questionnaire from Settles (2004) (see also Tompson & Werner, 1997), which Karelaia and Guillén (2014) also used. Some of the items were reverse-scored. The questions were adapted to reflect the identities I was studying (e.g., "Being an employee in a male-dominated industry conflicts with my role as a wife").

Psychological Well-Being. I used the 12-item General Health Questionnaire to measure participants' perceptions of their psychological well-being (Banks et al., 1980). Each item has four unique scale measures to reflect answer choices specific to each item (e.g., "Have you recently been able to concentrate on what you're doing?" 1 = much less than usual, 2 = less than usual, 3 = same as usual, 4 = better than usual). However, these scale options approximately equate a 4-point Likert-type scale with some reverse items.

Relationship Satisfaction. To measure relationship satisfaction, I used the six-item scale developed by Fletcher, Simpson, and Thomas (2000). This scale measures six factors relevant to relationship quality: satisfaction, commitment, intimacy, trust, passion, and love (Fletcher et al., 2000). This scale was developed through a sample of heterosexual couples and, to the best of my knowledge, has not been explicitly validated with homosexual couples. An example of an item from this measure is, "How dedicated are you to your relationship?"

Career Commitment. Career commitment is defined broadly as "one's attitude toward one's vocation" (Blau, 1988, p. 295). To measure this, I used the 12-item questionnaire designed by Carson and Bedeian (1994). Their questionnaire measures three aspects of career commitment: career resilience (one's ability to carry on in their career despite adversity), career identity (how emotionally committed one is to their career), and career planning (one's commitment to development within their career) (Carson & Bedeian, 1994). Each aspect of career commitment has four questions dedicated to it. These items were rated on a 5-point Likert-type scale (1 = strongly disagree and 5 = strongly agree). Many of these items were reverse-scored.

Spousal Support. To measure the moderating variable of spousal support, I used a 14-item questionnaire developed by King et al. (1995). This scale measures both emotional spousal

support (support that allows one to feel cared for and understood) and instrumental spousal support (tangible task assistance) (King et al., 1995). There are seven questions for each aspect of spousal support. The items were rated on a 5-point Likert-type scale (1 = strongly disagree and 5 = strongly agree).

Control Variables. Throughout this paper, I have referred to the importance of considering gender role expectations and gender stereotypes when exploring women's work-family interfaces, identities, and experiences in a male-dominated industry. Women's gender ideologies may influence their group membership evaluations (Hahn, Banchefsky, Park, & Judd, 2015). For instance, if they hold traditional gender ideologies (e.g., a woman's place is the home) this may affect their evaluations of their spousal identity, their identity as a woman in a male-dominated industry, and their subsequent identity conflict between these two roles. Thus, I controlled for participants' gender ideologies.

I measured gender ideology using 10 items of the 18-item gender ideology scale developed by Hahn et al. (2015). These 10 items measured one's ideologies on gender assimilation (e.g., "Men and women are naturally suited to different jobs and should continue to do those") and gender segregation (e.g., "If a woman decides to enter a traditionally masculine field, she will be more successful if she adopts the prevailing male customs and behaviours"). Gender assimilation requires "that subordinate groups adopt dominant group norms to minimize group distinctions," but gender segregation requires groups to altogether "occupy separate spheres" (Hahn et al., 2015, p. 1646).

I also included whether a participant had children as a control variable. The presence of children influences women's career behaviours and organizational commitment (Korabik & Rosin, 1995), their subjective well-being (Luhmann, Hofmann, Eid, & Lucas, 2012), and their

relationship satisfaction (Twenge, Campbell, & Foster, 2003), all of which were studied as outcome variables in this study. To determine if they had children, participants were asked to simply report whether they had children (yes/no).

Data Analysis

To test my model as presented in Figure 1, I analyzed the data via three steps. Step 1 involved linear regression analysis to analyze the direct relationships between predictor and outcome variables (Hypotheses 1a, 1b, 2a, 2b, and 2c). Step 2 consisted of examining a simple mediation model to test Hypotheses 3a and 3b using Hayes' PROCESS macros (Hayes, 2013). Step 3 involved integrating the proposed moderator variables in the model (Hypotheses 4a and 4b) to test for moderation via Hayes' PROCESS macros (Hayes, 2013).

Step 1: Direct effects analysis. My first step involved testing for significant relationships between the independent variables (positive social identities) and the mediator variable (identity conflict), and then between the mediator variable (identity conflict) and the subsequent outcome variables (psychological well-being, relationship satisfaction, and career commitment). To do this, I conducted several linear regression analyses via SPSS to test the relationships presented in Hypotheses 1a, 1b, 2a, 2b, and 2c, controlling for gender ideologies and the presence of children.

Step 2: Test of mediation. Hypotheses 3a and 3b predict an indirect effects model with the relationship between the positive social identities (career and spousal) and the outcome variables (psychological well-being, relationship satisfaction, and career commitment) being mediated through identity conflict. Preacher and Hayes (2004) argue that mediation analyses should be based on formal significance tests of the indirect effects.

I used Hayes' (2013) SPSS PROCESS model macros (Model 4) to examine the relationships between (1) positive spousal identity and the outcome variables (psychological well-being, relationship satisfaction, and career commitment) as mediated via identity conflict (Hypothesis 3a) and (2) positive career identity and the outcome variables (psychological well-being, relationship satisfaction, and career commitment) as mediated via identity conflict (Hypothesis 3b). I used bootstrapping to avoid non-normal distribution issues.

Bootstrapping is a resampling method that obtains more precise confidence intervals (than standard methods) due to the lack of inferences made about the shape of the sampling distribution (i.e., normal vs. non normal distribution) (Hayes, 2017). Hayes (2017) argues that for most analyses, 5,000 bootstrap samples are adequate. If the 95% bias corrected confidence intervals for the indirect effect do not include zero, mediation is significant, and this is equivalent to a significance value of $p < 0.05$ (Hayes, 2017).

Step 3: Test of moderation. Finally, to analyze the hypotheses concerned with moderation (4a and 4b), I used Hayes' (2013) SPSS PROCESS model macros (Model 7). I proposed that the relationship between positive spousal identity and identity conflict would be moderated by spousal support, both instrumental and emotional, indirectly predicting psychological well-being, relationship satisfaction and career commitment. As described in Step 2, the PROCESS macros employ 5,000 bootstrapping bias-corrected confidence intervals. Here, as in Step 2, if the 95% bias corrected confidence intervals for the interaction do not include zero, moderation is significant, and this is equivalent to a significance value of $p < 0.05$ (Hayes, 2017). When running the analyses for instrumental support as a moderator, I controlled for emotional spousal support and vice versa when testing for emotional support as a moderator.

Results

The means, standard deviations, intercorrelations, and reliability for all variables can all

be found in Table 1. All results are presented in unstandardized form (Hayes, 2017).

<Insert Table 1 here>

Although the measure for positive identities consisted of both a private and public

measure, the public measure was not considered for subsequent data analyses due to the

inadequate reliability measure. For a measure to be considered reliable, the Cronbach's Alpha

must be greater than 0.7 (Cronbach, 1970). Cronbach's Alpha for positive spousal identity

(public) is 0.473 and the public measure for positive career identity is 0.680. However, the

private measures had acceptable reliability measures of 0.721 for positive spousal identity and

0.727 for positive career identity. Therefore, I proceeded with the private dimension of the

positive identity variable.

Step 1: Direct effects analysis. Hypotheses 1a, 1b, 2a, 2b, and 2c were tested via linear

regression analyses. All linear regression analyses tested for unstandardized regression

coefficients (*b*) and 95% bias-corrected confidence intervals (CI), and results are significant if

confidence intervals do not contain zero (Hayes, 2017).

Hypothesis 1a, which proposes that women's positive spousal identities would be

negatively associated with identity conflict, is supported (*b* = -0.17, CI[-0.33, -0.02]).

Hypothesis 1b, which proposes that women's positive career identities in male-dominated

industries would be negatively associated with identity conflict, is also supported (*b* = -0.29,

CI[-0.46, -0.12]).

Hypothesis 2a suggests that identity conflict is negatively associated with psychological well-being, which is supported (b = -0.09, CI[-0.15, -0.03]). Similarly, Hypothesis 2b, which suggests that identity conflict is negatively associated with relationship satisfaction, is supported (b = -0.15, CI[-0.26, -0.04]). However, Hypothesis 2c, which suggests that identity conflict is negatively associated with career commitment, is not supported (b = -0.09, CI[-0.18, 0.01]) due to zero being included in the confidence interval. Therefore, the findings from this study do not support the suggestion that identity conflict is negatively associated with career commitment.

Step 2: Test of mediation. All mediation analyses testing Hypotheses 3a and 3b were conducted using Hayes' (2013, 2017) PROCESS macros (Model 4). As previously mentioned, I used 5,000 bootstrapping to avoid issues associated with non-normal distribution. As before, all coefficients are reported in unstandardized form (b) and the results are significant if the 95% bias-corrected confidence intervals for the effects do not contain zero. Table 2 and 3 present the results for Hypotheses 3a and 3b, respectively.

<Insert Table 2 here>

<Insert Table 3 here>

Hypothesis 3a suggests an indirect effects model, whereby the relationship between women's positive spousal identities and psychological well-being, relationship satisfaction, and career commitment is mediated by identity conflict. This hypothesis is only partially supported, as indicated by a marginal positive indirect effect of women's positive spousal identities on psychological well-being (b = 0.01, CI[0.001, 0.03]). Women's positive spousal identities did not indirectly predict their relationship satisfaction (b = 0.02, CI[-0.005, 0.05]) or their career commitment

($b = 0.01$, CI[-0.004, 0.04]), as neither relationship is statistically significant due to both confidence intervals containing zero.

Hypothesis 3b, which suggests that women's positive career identities indirectly predict psychological well-being, relationship satisfaction, and career commitment as mediated by identity conflict, is also only partially supported. There is a marginal positive indirect effect of women's positive career identities on their psychological well-being ($b = 0.02$, CI[-0.0001, 0.04]). However, women's positive career identities did not indirectly predict their relationship satisfaction

($b = 0.03$, CI[-0.01, 0.07]) or their career commitment ($b = -0.01$, CI[-0.03, 0.02]) in a statistically significant manner.

Step 3: Test of moderation. Moderation analyses testing Hypotheses 4a and 4b were conducted using Hayes' (2013, 2017) PROCESS macros (Model 7). Once again, I used 5,000 bootstrapping to avoid issues associated with non-normal distribution. In addition, all coefficients are reported in unstandardized form (b) and the results are significant if the 95% bias-corrected confidence intervals for the effects do not contain zero.

Hypotheses 4a and 4b suggest that the indirect effects model (positive career identity predicts psychological well-being, relationship satisfaction, and career commitment via identity conflict mediation) is moderated by spousal support. A visual representation of this relationship can be found in Figure 1. Specifically, Hypothesis 4a suggests that instrumental support moderates the relationship between positive spousal identity and identity conflict, such that when instrumental support is high, it amplifies the negative relationship between positive spousal identity and identity conflict. Similarly, Hypothesis 4b suggests that emotional support moderates the relationship between positive career identity and identity conflict, such that when

emotional support from one's partner is high, the effects of one's positive career identity further reduces the levels of identity conflict.

The interaction between positive career identity and instrumental support was non-significant ($b = 0.03$, CI[-0.15, 0.21]). Likewise, the interaction between positive career identity and emotional support was non-significant ($b = 0.10$, CI[-0.12, 0.31]). Therefore, neither Hypotheses 4a nor 4b are supported by this study and spousal support does not moderate the relationship between women's positive career and spousal identities and identity conflict.

Discussion

The purpose of this study was to gain a deeper understanding of how women's identities as both a spouse and an employee in a male-dominated industry affect their psychological well-being, relationship satisfaction, and career commitment via identity conflict. I also explored whether spousal supportive behaviors moderate the predicted relationships. Specifically, I examine how emotional and instrumental spousal support could amplify the positive effects of women's positive identities on identity conflict and strengthen the positive indirect relationships between positive identities and psychological well-being, relationship satisfaction, and career commitment.

The findings of this study suggest that positive spousal identity and positive career identity are both negatively related to identity conflict. Additionally, identity conflict is negatively associated with psychological well-being and relationship satisfaction, but not with career commitment. Identity conflict may not be associated with career commitment because perhaps financial concerns eclipse identity needs. Alternatively, perhaps the economic

consequences associated with the COVID-19 pandemic, which will be explored in the following discussion of limitations, trump identity concerns in terms of one's career commitment.

This study proposed an indirect effects model whereby positive spousal identity and positive career identity have positive indirect relationships with psychological well-being, relationship satisfaction, and career commitment via low levels of identity conflict. These hypotheses were both partially supported. Although neither positive spousal identity nor positive career identity indirectly predicts relationship satisfaction or career commitment, both were found to predict psychological well-being indirectly and positively. Finally, this study did not find any support for instrumental and emotional spousal support as a moderating variable for the proposed indirect effects model, suggesting that spousal support does not influence the relationship between women's positive career identities and their levels of identity conflict.

Ultimately, if women establish positive regard for both their spousal and career identities, they will experience lower levels of identity conflict. As previously explored, forging positive identities can equip women with the tools and resilience required to manage identity conflict and experience positive personal, relational, and motivational outcomes. Reduced identity conflict is a favorable circumstance, for identity conflict is associated with a plethora of negative outcomes. As explored previously, identity conflict results in psychological, social, and physical outcomes, such as decreased career commitment, decreased familial relationship satisfaction, and decreased well-being.

In this research, if women in male-dominated industries can achieve low levels of identity conflict, they are more likely to experience positive relationship satisfaction and psychological well-being. Although the effects size of this indirect relationship is small, any positive influence

on well-being is worth noting, as currently one in five Canadians experience a mental illness or addiction problem during their lifetime (The Center for Addiction and Mental Health, 2018).

Theoretical Implications

This research contributes to the literature on (1) the role of identity in organizational behaviour, (2) the work-family interface, and (3) gender processes in organizational behaviour, all within male-dominated industries. This study also responds to the call for more empirical exploration on the role of positive social identities in the organizational context (Dutton et al., 2010; Karelaia & Guillen, 2014; Roberts & Dutton, 2009), the call for more research on the interplay of multiple social identities (Deaux, 1993), and the call for deeper exploration of women who operate in stereotypically masculine contexts (Martin & Phillips, 2017; Wright, 2014). To my knowledge, this research is among the first to explore how married women in male-dominated fields' positive social identities in both their spousal and professional lives coexist.

The findings that (1) positive career and spousal identities are negatively associated with identity conflict, (2) that identity conflict is negatively associated with relationship satisfaction and psychological well-being, and (3) that positive career and spousal identities indirectly predict women's psychological well-being via identity conflict indicates the importance of ensuring that women experience a positive evaluation of both their marriage and their career identity in traditionally-masculine contexts. Experiencing positive identities, especially for women in male-dominated industries, likely allows them to interpret their roles and navigate their environments (Taylor & Brown, 1988), protect themselves from discriminatory or harmful events (Corning, 2002; Karelaia & Guillen, 2014), cope with identity-threatening events via self-affirmation and resilience (Crocker & Wolfe, 2001; Dutton et al., 2010; Karelaia & Guillen, 2014; Sherman &

Cohen, 2006; Steele et al., 1993), alleviate experiences of identity conflict (Karelaia & Guillen, 2014), and experience positive spillover effects amongst multiple identities in a manner that enriches their lives (Ilies, Wilson, & Wagner, 2009).

Although several of the hypotheses in this study were not supported by the data, the statistically non-significant findings still offer theoretical contributions. This is especially true when considering the nascency of literature on the role of women's social identities in male-dominated contexts (e.g., male-dominated industry) or traditionally male roles (e.g., leadership positions, breadwinners). It is well understood that women feel excluded from traditionally masculine contexts and behaviours, but there is much less understood about how to address this issue and provide women with the tools to confidently navigate these contexts and behaviours (Martin & Phillips, 2017; Rudman & Phelan, 2008, Wright, 2014). Therefore, gaining a more nuanced understanding of what factors may be linked and what pathways can be eliminated or reexamined provides a contribution as scholars and practitioners try to gain a deeper understanding of this issue.

Practical Implications

This research also offers various practical implications. As previously stated, many male-dominated industries provide lucrative employment opportunities, so actively including women in these industries presents a valuable opportunity to reduce the gender wage gap (Wright, 2014). Therefore, gaining a more nuanced perspective on the experiences of women in these industries allows employers to foster an environment that women can more meaningfully participate in. This study indicates that women's positive social identities have the potential to positively influence their psychological well-being and relationship satisfaction. Therefore, the main

practical implication of this research is that practitioners should actively foster women's positive identities where possible.

Positive social identities alleviate effects of identity conflict, increase self-esteem, and increase feelings of belongingness experienced by an individual (Crocker & Luhtanen, 1990; Hogg et al., 2004). Moreover, as previously noted, positive social identities act as armor protecting individuals from harmful discriminatory events and foster resilience (Corning, 2002; Karelaia & Guillén, 2014). Therefore, a practitioner's efforts in fostering positive identities for female employees in male-dominated industries may provide overall benefits for both the organization and the employee. Perhaps male-dominated organizations could either fund additional research into this topic and/or contract coaching and counseling services for their employees as they develop their positive identities.

Limitations and Future Research Directions

Although this study contributes novel exploration to existing literature and offers additional insights into the topics of identity, work-family research, and gender processes in organizations, several limitations and future research directions must be noted. First, the data collection for this research took place during the Coronavirus (COVID-19) global pandemic. This study measures factors such as individuals' psychological well-being, relationship satisfaction, and career commitment, all of which have been affected by the global pandemic (Ahuja & Khurana, 2021; Pietromonaco & Overall, 2021; World Health Organization, 2020; Zacher & Rudolph, 2021).

In addition to the COVID-19 pandemic, this study includes several other limitations. This study uses a cross-sectional design, which creates hurdles for causal inference (Pedhazur & Schmelkin, 1991). Due to the use of same-source, self-report data for the variables in this study,

this study cannot exclude the concerns of common method bias. However, this study's reliance on self-report measures is considered necessary due to the intrapersonal and perceptual nature of the information required (Conway & Lance, 2010; Spector, 2006).

In anticipation of the potential threats of common method bias, I included several ways to reduce these threats as recommended by Podsakoff, MacKenzie, Lee, and Podsakoff (2003). Specifically, participants were presented with methodologically separate measurement tools (e.g., open-ended questions, Likert scales, scales); unique Likert scales throughout (e.g., 1-5, 1-7) to avoid commonalities in scale end-points; participant anonymity was protected to reduce evaluation apprehension; and scale items were improved to ensure that ambiguous or unfamiliar terms were defined and phrasing was simple and specific.

Nevertheless, a longitudinal approach would offer more insight and nuance into the intrapersonal processes of participants. Future research should use multi-source, longitudinal data collection where possible. For example, the study could consist of three time periods and involve both the focal participants and their partners, thus implementing a dyadic approach. A dyadic approach would be ideal for understanding the measures of relationship satisfaction and spousal support.

As previously mentioned, data was collected using Prolific, which is considered an acceptable alternative to traditional lab experiments (Mason & Suri, 2012; Paolacci & Chandler, 2014; Peer et al., 2017). However, the participants on these platforms are possibly becoming increasingly experienced with using these platforms and are thus less naive about research studies (Palan & Schitter, 2018). Therefore, this presents the possibility of bias due to practice effects (Chandler et al., 2014). Fortunately, in terms of comparison to other recruitment

platforms (e.g., MTurk), Prolific participants are considered "more naive to common experimental research tasks" (Palan & Schitter, 2018, p. 22).

Finally, data collected out of a controlled laboratory setting becomes vulnerable to a lack of environmental control and increased undesirable participant behaviours (e.g., participants distractedly taking a survey while engaging in another activity) (Chandler, Mueller, & Paolacci, 2014). However, I verified aspects of data quality (i.e., attention check questions, duplicate questions, open-ended questions, advanced timing measures, length of survey responses) to minimize these threats as much as possible.

Interestingly, this study contained a surprisingly high number of same-sex couples (41.7% of participants are in a same-sex relationship). Although I did not observe any significant changes between these groups, the sample sizes for both are quite low (approximately 100 participants in each group). With low sample sizes, the model may be underpowered, so replicating these findings with a larger sample size of both heterosexual and same-sex couples is necessary to improve the confidence of these findings.

Additionally, this presents a limitation in that the reliability of the research measures pertaining to one's spousal role (i.e., positive spousal identity, relationship satisfaction, and spousal support) were validated primarily using heterosexuals. For example, the measure of relationship satisfaction was developed with a sample of heterosexual couples and has not been explicitly validated for reliable use with homosexual couples (Fletcher et al., 2000). In addition, it is plausible that the identity of a wife in a same-sex partnership may not share the same schemas and scripts for a wife in a heterosexual partnership, and this may influence the way that women in same sex partnerships respond to the positive wife identity measure (Kurdek, 2001).

To determine the degree to which the results would change by only studying women in same-sex versus heterosexual partnerships, I ran separate models with women in heterosexual couples versus same-sex couples. The results were consistent in both samples. Nevertheless, future research should include more measures that would be appropriate for participants who are in same-sex relationships. Research measures should be validated for heterosexual and same-sex couples and studies examining how women view their identities as wives in same sex couples could provide additional nuance to my theorizing. Finally, future research should further explore the intersection of sexuality and gender in a male-dominated context (see also Wright 2011, 2013, & 2016).

Additional future research could explore why identity conflict is not significantly associated with career commitment, but is associated with personal outcomes, such as relationship satisfaction and well-being. Is this unique to women who work in male-dominated industries? Perhaps Clark's (2000) proposition that individuals are "daily border-crossers between the domains of work and family" (p. 747) rings particularly true for certain segments of the population. Women working in male-dominated contexts may compartmentalize their unique identities in such a way that renders their level of identity conflict relatively unimportant in an organizational context (as opposed to a personal context). Alternatively, future research could explore other mediating factors in light of the results from this study indicating that identity conflict only significantly mediates the indirect relationship between women's positive career and spousal identities and their well-being.

More broadly, future research could explore interventions to reduce gender stereotypes and mistreatment based on gender in organizational contexts. This could perhaps be a multidisciplinary study, as recent research has demonstrated that gender stereotypes regarding

career fields (e.g., engineering) begin as early as age six (Master, Meltzoff, & Cheryan, 2021). Future research could also explore the process by which social identity is fostered and/or forged in organizational contexts and how this affects an individual's personal and professional outcomes. In addition, it is important to explore whether women in male-dominated industries experience their spousal identity differently from women in gender-balanced industries or female-dominated industries.

Finally, future research could explore women's experiences in specific male-dominated industries. A number of researchers have focused on studies on particular industries, such as construction (e.g., Wright, 2013) and law enforcement (e.g., Prokos & Padavic, 2002), which has shed considerable light on the unique challenges faced by women in these industries. Additional future research in other industries would be beneficial for understanding the influence of industry on women's experiences in male-dominated contexts and offer additional nuanced perspectives.

Conclusion

Literature on the importance of women's identities in both their familial and career spheres, especially those who work in male-dominated contexts, is scant. Through exploring the outcomes of positive social identities and identity conflict for married women who work in male-dominated industries, this study contributes to the literature on the role of identity, the work-family interface, and gender processes in organizational contexts. Specifically, this study bolsters the literature on positive social identities and the protective power they offer for individuals navigating complicated identities. The results of this study suggest that for women in male-dominated industries, positive spousal and career identities are both negatively associated with

identity conflict and indirectly and positively related to their psychological well-being, providing an important demonstration of the power of positive social identities.

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Table 1: Descriptive Statistics, Intercorrelations, and Reliabilities (N=192)

Variable	M	SD	1	2	3	4	5	6	7	8	9	10	11
(1) Children	0.46	0.50											
(2) Gender Ideology (Segregation)	2.60	1.15	0.23**	*0.74*									
(3) Gender Ideology (Assimilation)	2.75	1.37	0.19**	0.61**	*0.82*								
(4) Positive Career Identity (Private)	4.75	1.02	0.16*	-0.01	0.09	*0.73*							
(5) Positive Spousal Identity (Private)	4.61	1.12	0.15*	0.13	0.14	0.24**	*0.72*						
(6) Spousal Support (Emotional)	4.02	0.79	-0.03	-0.06	-0.01	0.28**	0.25**	*0.88*					
(7) Spousal Support (Instrumental)	3.44	1.00	0.00	-0.10	0.02	0.22**	0.16*	0.57**	*0.89*				
(8) Identity Conflict	2.30	1.21	0.01	0.20**	0.12	-0.24**	-0.13	-0.12	-0.21**	*0.84*			
(9) Relationship Satisfaction	6.15	0.97	-0.15*	0.00	0.05	0.23**	0.36**	0.63**	0.49**	-0.17*	*0.91*		
(10) General Well-being	2.97	0.52	0.19**	0.04	0.10	0.39**	0.26**	0.30**	0.24**	-0.20**	0.26**	*0.88*	
(11) Career Commitment	3.41	0.82	0.21**	0.03	0.12	0.66**	0.18*	0.26**	0.19**	-0.13	0.16*	0.43**	*0.88*

* $p < .05$ ** $p < .01$

Table 2: Test of Mediation for Positive Spousal Identity (N=192) for Hypothesis 3a

	Outcome Variables											
	Identity Conflict			Relationship Satisfaction			General Well-Being			Career Commitment		
	β	LLCI	ULCI	β	LLCI	ULCI	β	LLCI	ULCI	β	LLCI	ULCI
Children	-0.03	-0.39	0.32	-0.41	-0.67	-0.15	0.16	0.01	0.30	0.30	0.07	0.54
Gender Ideology (Segregation)	0.23	0.04	0.42	-0.01	-0.15	0.13	-0.01	-0.09	0.07	-0.07	-0.19	0.06
Gender Ideology (Assimilation)	0.01	-0.15	0.17	0.05	-0.07	0.16	0.03	-0.04	0.09	0.08	-0.03	0.19
Positive Spousal Identity (Private)	-0.17	-0.33	-0.02	0.32	0.20	0.44	0.10	0.03	0.16	0.10	-0.01	-0.20
Identity Conflict	-	-	-	-0.10	-0.21	0.01	-0.08	-0.14	-0.02	-0.07	-0.17	0.02
Direct Effect of X on Y	-	-	-	0.32	0.20	0.44	0.10	0.03	0.16	0.10	-0.01	0.20
Indirect Effect of X on Y	-	-	-	0.02	-0.005	0.05	0.01	0.001	0.03	0.01	-0.004	0.04

Table 3: Test of Mediation for Positive Career Identity (N=192) for Hypothesis 3b

	Outcome Variables											
	Identity Conflict			Relationship Satisfaction			General Well-Being			Career Commitment		
	β	LLCI	ULCI	β	LLCI	ULCI	β	LLCI	ULCI	β	LLCI	ULCI
Children	0.02	-0.33	0.36	-0.39	-0.67	-0.12	0.13	-0.01	0.27	0.16	-0.02	0.35
Gender Ideology (Segregation)	0.18	-0.003	0.37	0.03	-0.12	0.18	0.01	-0.07	0.08	-0.02	-0.12	0.08
Gender Ideology (Assimilation)	0.03	-0.13	0.18	0.05	-0.08	0.17	0.02	-0.05	0.08	0.03	-0.05	0.12
Positive Career Identity (Private)	-0.29	-0.46	-0.12	0.22	0.08	0.35	0.17	0.10	0.28	0.52	0.43	0.61
Identity Conflict	-	-	-	-0.11	-0.22	0.01	-0.06	-0.11	0.004	0.02	-0.06	0.10
Direct Effect of X on Y	-	-	-	0.22	0.08	0.35	0.17	0.10	0.24	0.52	0.43	0.61
Indirect Effect of X on Y	-	-	-	0.03	-0.01	0.07	0.02	0.0001	0.04	-0.01	-0.03	0.02

Figure 1: Overall Hypothesized Model
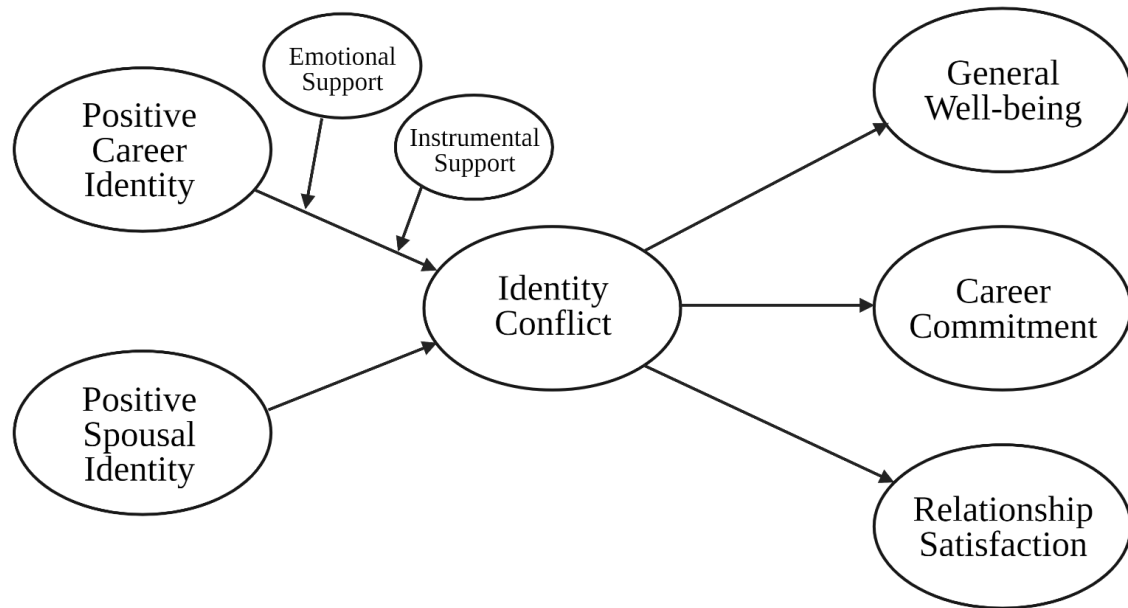
Appendix A

ICEHR Approval Letters

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St. John's, NL Canada A1C 5S7
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www.mun.ca/research/ethics/humans/icehr

ICEHR Number:	**20211259-BA**
Approval Period:	December 22, 2020 – December 31, 2021
Funding Source:	MUN [RGCS# 20210069]
Responsible Faculty:	Dr. Alyson Byrne Faculty of Business Administration
Title of Project:	*Women's Spousal and Work Role Congruity in the Newfoundland and Labrador Natural Resources Sector*

Title of Parent Project:	*Women's Spousal and Work Role Congruity in the Newfoundland and Labrador Natural Resources Sector*
ICEHR Number:	*20211079-BA*

December 22, 2020

Dawn Murphy
Faculty of Business Administration
Memorial University of Newfoundland

Dear Dawn Murphy:

Thank you for your submission to the Interdisciplinary Committee on Ethics in Human Research (ICEHR) seeking ethical clearance for the above-named research project. The Committee has reviewed the proposal and agrees that the proposed project is consistent with the guidelines of the *Tri-Council Policy Statement on Ethical Conduct for Research Involving Humans* (TCPS2). *Full ethics clearance* is granted to December 31, 2021. ICEHR approval applies to the ethical acceptability of the research, as per Article 6.3 of the *TCPS2*. Researchers are responsible for adherence to any other relevant University policies and/or funded or non-funded agreements that may be associated with the project.

The *TCPS2* **requires** that you submit an Annual Update to ICEHR before December 31, 2021. If you plan to continue the project, you need to request renewal of your ethics clearance and include a brief summary on the progress of your research. When the project no longer involves contact with human participants, is completed and/or terminated, you are **required** to provide an annual update with a brief final summary and your file will be closed. If you need to make changes during the project which may raise ethical concerns, you must submit an Amendment Request with a description of these changes for the Committee's consideration prior to implementation. If funding is obtained subsequent to approval, you must submit a Funding and/or Partner Change Request to ICEHR before this clearance can be linked to your award.

All post-approval event forms noted above can be submitted from your Researcher Portal account by clicking the *Applications: Post-Review* link on your Portal homepage. We wish you success with your research.

Yours sincerely,

Russell J. Adams, Ph.D.
Chair, Interdisciplinary Committee on
Ethics in Human Research
Professor of Psychology and Pediatrics
Faculties of Science and Medicine

RA/bc

cc: Supervisor – Dr. Alyson Byrne, Faculty of Business Administration

Appendix B

ICEHR Approval Letter for Amendment 01

MEMORIAL UNIVERSITY

Interdisciplinary Committee on Ethics in Human Research (ICEHR)

St. John's, NL Canada A1C 5S7
Tel: 709 864-2561 icehr@mun.ca
www.mun.ca/research/ethics/humans/icehr

ICEHR Number:	**20211079-BA**
Approval Period:	December 18, 2020 – December 31, 2021
Funding Source:	MUN [RGCS# 20210069]
Responsible Faculty:	Dr. Alyson Byrne Faculty of Business Administration
Title of Project:	*Women's Spousal and Work Role Congruity in the Newfoundland and Labrador Natural Resources Sector*
Amendment #:	*01*

April 23, 2021

Dr. Alyson Byrne
Faculty of Business Administration
Memorial University of Newfoundland

Dear Dr. Byrne:

The Interdisciplinary Committee on Ethics in Human Research (ICEHR) has reviewed the proposed modifications for the above referenced project, as outlined in your amendment request dated April 7, 2021, and is pleased to give approval to the revised protocols, as described in your request and subsequent communication, provided all other previously approved protocols are followed.

If you need to make any other changes during the conduct of the research that may affect ethical relations with human participants, please submit an amendment request, with a description of these changes, via your Researcher Portal account for the Committee's consideration.

Your ethics clearance for this project expires December 31, 2021, before which time you <u>must submit an annual update to ICEHR</u>. If you plan to continue the project, you need to request renewal of your ethics clearance, and include a brief summary on the progress of your research. When the project no longer requires contact with human participants, is completed and/or terminated, you need to provide an annual update with a brief final summary, and your file will be closed.

Annual updates and amendment requests can be submitted from your Researcher Portal account by clicking the *Applications: Post-Review* link on your Portal homepage.

The Committee would like to thank you for the update on your proposal and we wish you well with your research.

Yours sincerely,

Kelly Blidook, Ph.D.
Vice-Chair, Interdisciplinary Committee on
Ethics in Human Research

KB/bc

Appendix C

ICEHR Approval Letter for Amendment 02

MEMORIAL
UNIVERSITY

**Interdisciplinary Committee on
Ethics in Human Research (ICEHR)**

St. John's, NL Canada A1C 5S7
Tel: 709 864-2561 icehr@mun.ca
www.mun.ca/research/ethics/humans/icehr

ICEHR Number:	**20211079-BA**
Approval Period:	December 18, 2020 – December 31, 2021
Funding Source:	
Responsible Faculty:	Dr. Alyson Byrne Faculty of Business Administration
Title of Project:	*Women's work and spousal identity in male-dominated fields*
Amendment #:	*02* Amendment applies to Sub-Project: 20211259-BA PI: Dawn Murphy

July 14, 2021

Dr. Alyson Byrne
Faculty of Business Administration
Memorial University of Newfoundland

Dear Dr. Byrne:

The Interdisciplinary Committee on Ethics in Human Research (ICEHR) has reviewed the proposed revisions for the above referenced project, as outlined in your amendment request dated July 6, 2021, and is pleased to give approval to recruit participants through prolific and the revised protocols, as described in your request, provided all other previously approved protocols are followed.

The *TCPS2* **requires** that you **strictly adhere to the protocol and documents as last reviewed** by ICEHR. If you need to make any other additions and/or modifications during the conduct of the research, you must submit an <u>Amendment Request</u> with a description of these changes, for the Committee's review of potential ethical issues, before they may be implemented. Submit a <u>Personnel Change Form</u> to add or remove project team members and/or research staff. Also, to inform ICEHR of any unanticipated occurrences, an <u>Adverse Event Report</u> must be submitted with an indication of how the unexpected event may affect the continuation of the project.

Your ethics clearance for this project expires **December 31, 2021**, before which time you must submit an <u>Annual Update</u> to ICEHR, as required by the *TCPS2*. If you plan to continue the project, you need to request renewal of your ethics clearance, and include a brief summary on the progress of your research. When the project no longer requires contact with human participants, is completed and/or terminated, you need to provide an annual update with a brief final summary, and your file will be closed.

All post-approval <u>ICEHR event forms</u> noted above must be submitted by selecting the *Applications: Post-Review* link on your Researcher Portal homepage.

The Committee would like to thank you for the update on your proposal and we wish you well with your research.

Yours sincerely,

Kelly Blidook, Ph.D.
Vice-Chair, Interdisciplinary Committee on
Ethics in Human Research

KB/bc

Letter of Information

Informed Consent Form

Title: *Women's work and spousal identity in male-dominated fields*

Researcher(s):   Dawn Murphy, Faculty of Business Administration, Memorial University

of Newfoundland; Email: dom455@mun.ca

Alyson Byrne, Faculty of Business Administration, Memorial University

of Newfoundland; Email: alyson.byrne@mun.ca

You are invited to take part in a research project entitled "Women's work and spousal

identity in male-dominated fields."

       This form is part of the process of informed consent. It should give you the basic idea of

what the research is about and what your participation will involve. It also describes your right to

withdraw from the study. In order to decide whether you wish to participate in this research

study, you should understand enough about its risks and benefits to be able to make an informed

decision. This is the informed consent process. Take time to read this carefully and to understand

the information given to you. Please contact the researcher, Dawn Murphy, if you have any

questions about the study or would like more information before you consent.

       It is entirely up to you to decide whether to take part in this research. If you choose not to

take part in this research or if you decide to withdraw from the research once it has started, there

will be no negative consequences for you, now or in the future.

Introduction:

       Master of Science (M.Sc.) student Dawn Murphy and her supervisor Dr. Alyson Byrne

are conducting this research project. Dawn Murphy is an M.Sc. student in the Faculty of

Business Administration at Memorial University of Newfoundland. Dr. Alyson Byrne is an Assistant Professor of Business Administration at Memorial University of Newfoundland.

Purpose of Study:

We would like to examine how spousal roles impact women's work in male-dominated industries and how this, in turn, impacts their relationship satisfaction, overall job satisfaction, general well-being, motivation to lead, and career commitment. To do so, we are recruiting women who are currently employed within male-dominated industries and are also in a cohabiting or married relationship.

What You Will Do in this Study:

In this study, we will ask participants to complete an online survey. In the survey, we will ask participants a number of questions about how they feel towards their spousal and career identity, their relationship quality with their partner, and their career. Specifically, we will ask you to respond to questions about your demographic information, career, gender and social role ideologies, self-esteem and identity, relationship dynamics, general well-being, and other related questions. We will also ask you questions about your spouse/partner, including career and demographic information.

Length of Time:

We anticipate that the survey will take participants approximately 15-20 minutes to complete.

Compensation:

To thank participants for their participation in this study, each participant will be paid a rate of £9.12 per hour. This survey takes approximately 15-20 minutes to complete, so in total

participants will be compensated approximately £ 2.28 per survey. This compensation will be provided via your Prolific account as per your Prolific user agreement.

Withdrawal from the Study:

If you would like to stop participating in this study at any point during the data collection, you can simply click out of your browser. The data collected up to that point will be deleted. After the data has been collected, you may contact Dawn Murphy (dom455@mun.ca) with your Prolific ID and we will be able to remove your data. You will have up to 3 months after you have submitted the survey to remove your data.

Possible Benefits:

Your participation in this study will benefit both the academic and organizational community by providing a more complete picture of the barriers and opportunities for women in male-dominated industries. The findings from this study have the ability to improve the experience of women working in male-dominated industries, increase the representation of women in male-dominated industries, and influence both work and family policies in the future.

Possible Risks:

Given that we are asking specific questions about your identity, well-being, and both your work and relationship satisfaction, this may trigger emotional stress. You do not have to respond to any questions that you find uncomfortable. In addition, if you feel stressed or anxious after responding to the surveys, please reach out to the appropriate resource that can provide you with support. Your workplace may have an Employee Assistance Program (EAP) that can provide you with support. Additionally, you can avail of the free online support website, 7Cups, which provides free online emotional support and directory to emergency services and crisis lines. Please visit their website for more information: https://www.7cups.com/

Confidentiality:

As we are not collecting any identifiable information, your confidentiality is guaranteed.

Anonymity:

Although the data from this research project will be published and presented at conferences, the data will be reported in aggregate form, so that it will not be possible to identify individual responses. Moreover, we are not collecting identifying information, so your anonymity is protected.

Use, Access, Ownership, and Storage of Data:

The data will be stored on a password protected hard drive belonging to Dawn Murphy. The only people who will have access to the data are Dawn Murphy and Dr. Alyson Byrne. We will be archiving participant responses indefinitely as required by the practices associated with Open Science and we may share aggregated responses if required.

Third-Party Data Collection and/or Storage:

Data collected from you as part of your participation in this project will be hosted and/or stored electronically by Qualtrics (https://www.qualtrics.com/) and is subject to their privacy policy, and to any relevant laws of the country in which their servers are located. Therefore, anonymity and confidentiality of data may not be guaranteed in the rare instance, for example, that government agencies obtain a court order compelling the provider to grant access to specific data stored on their servers. If you have questions or concerns about how your data will be collected or stored, please contact the researcher and/or visit the provider's website for more information before participating. The privacy and security policy of the third-party hosting data collection and/or storing data can be found at: https://www.qualtrics.com/privacy-statement/

Reporting of Results:

This study is being conducted for Dawn Murphy's master's thesis. Following the completion of this thesis, the study will be publicly available at the Queen Elizabeth II library on the Memorial University Campus and also accessible online at http://collections.mun.ca/cdm/search/collection/theses.

The results from this study may be published in a journal article or conference proceedings. In addition, the results from this study may be presented at academic conferences and at practitioner presentations. Any data presented will be presented in aggregate form.

Sharing of Results with Participants:

If you would like to receive a report of this work upon its completion, you are welcome to contact Dawn Murphy at dom455@mun.ca.

Questions:

You are welcome to ask questions before, during, or after your participation in this research. If you would like more information about this study, please contact: Dawn Murphy at dom455@mun.ca.

The proposal for this research has been reviewed by the Interdisciplinary Committee on Ethics in Human Research and found to be in compliance with Memorial University's ethics policy. If you have ethical concerns about the research, such as the way you have been treated or your rights as a participant, you may contact the Chairperson of the ICEHR at icehr@mun.ca or by telephone at 709-864-2861.

Consent:

By completing this survey, you agree that:

- You have read the information about the research.

- You have been advised that you may ask questions about this study and receive answers prior to continuing.

- You are satisfied that any questions you had have been addressed.

- You understand what the study is about and what you will be doing.

- You understand that you are free to withdraw participation from the study by closing your browser window or navigating away from this page, without having to give a reason and that doing so will not affect you now or in the future.

- You understand that if you choose to withdraw, you may request that your data be removed from the study by contacting the researcher within three months after submitting the survey with your Prolific ID.

By consenting to this online survey, you do not give up your legal rights and do not release the researchers from their professional responsibilities.

Please retain a copy of this consent information for your records.

Clicking continue below and submitting this survey constitutes consent and implies your agreement to the above statements.

Appendix E

Study Description for Prolific Participants

The purpose of this study is to examine how spousal roles impact women's work in male-dominated industries and how this, in turn, impacts their relationship satisfaction, overall job satisfaction, general well-being, motivation to lead, and career commitment. To do so, we are recruiting women who are currently employed within male-dominated industries and are also in a cohabiting or married relationship.

In this study, we will ask participants to complete an online survey. Participants will respond to a number of questions about how they feel towards their spousal and career identity, their relationship quality with their partner, and their career. Specifically, we will ask you to respond to questions about your demographic information, career, gender and social role ideologies, self-esteem and identity, relationship dynamics, general well-being, and other related questions. We will also ask you questions about your spouse/partner, including career and demographic information. Given that we are asking specific questions about your identity, well-being, and both your work and relationship satisfaction, this may trigger emotional stress. You do not have to respond to any questions that you find uncomfortable.

In order to have your submission accepted, you must meet the eligibility criteria of (1) being a woman who is in a cohabiting common-law or married relationship and (2) work in a male-dominated field. Rewards will be provided within 14 days of study closure.

If you would like to stop participating in this study at any point during the data collection, you can simply click out of your browser. The data collected up to that point will be deleted. After the data has been collected, you may contact Dawn Murphy (dom455@mun.ca) with your

Prolific ID and we will be able to remove your data. You will have up to 3 months after you have submitted the survey to remove your data.

The only people who will have access to the data are the researchers: Dawn Murphy and Dr. Alyson Byrne. This study is being conducted for Dawn Murphy's master's thesis. The results from this study may be published in a journal article or conference proceedings. Any data presented will be presented in aggregate form.

You are welcome to ask questions before, during, or after your participation in this research. If you would like more information about this study, please contact: Dawn Murphy at dom455@mun.ca.

The proposal for this research has been reviewed by the Interdisciplinary Committee on Ethics in Human Research and found to be in compliance with Memorial University's ethics policy. If you have ethical concerns about the research, such as the way you have been treated or your rights as a participant, you may contact the Chairperson of the ICEHR at icehr@mun.ca or by telephone at 709-864-2861.

Appendix F

Items from Study Measures

Positive Spousal Identity Measure Items

We are all members of different social groups or social categories. One such social group or category pertains to *relationship status*. We would like you to consider your role as a wife (in terms of the social category) and respond to the following statements on the basis of how you feel on a scale from 1 = strongly disagree to 7 = strongly agree.

Please note: The term "wife" is being used to refer to women in either married or common-law relationships. The term "married" is being used to refer to the status of being in either a married or common-law relationship.

1. I often regret that I have the social role of "wife." (PR) (R)	1	2	3	4	5	6	7
2. Overall, individuals who are married are considered good by others. (PU) (R)	1	2	3	4	5	6	7
3. In general, I'm glad to have the social role of "wife." (PR)	1	2	3	4	5	6	7
4. Most people consider married people, on the average, to be more ineffective than others. (PU) (R)	1	2	3	4	5	6	7
5. Overall, I often feel that having the social role of "wife" is not worthwhile. (PR) (R)	1	2	3	4	5	6	7
6. In general, others respect that I have the social role of "wife." (PU)	1	2	3	4	5	6	7
7. I feel good about being in the social category of "married" (PR)	1	2	3	4	5	6	7
8. In general, others think that those who have the roles of "wives" are unworthy of respect. (PU) (R)	1	2	3	4	5	6	7

(PR) = Private item; (PU) = Public item; (R) = Reverse-scored item

Positive Career Identity Measure Items

We are all members of different social groups or social categories. One such social group or category pertains to vocation. We would like you to consider your current role as an employee in a male-dominated industry and respond to the following statements on the basis of how you feel on a scale from 1 = strongly disagree to 7 = strongly agree.

1. I often regret that I am a member of my industry (PR) (R)	1	2	3	4	5	6	7
2. Overall, those employed within my industry are considered good by others. (PU) (R)	1	2	3	4	5	6	7
3. In general, I'm glad to be an employee in my industry. (PR)	1	2	3	4	5	6	7
4. Most people consider employees of my industry, on the average, to be more ineffective than others. (PU) (R)	1	2	3	4	5	6	7
5. Overall, I often feel that being an employee of my industry is not worthwhile. (PR) (R)	1	2	3	4	5	6	7
6. In general, others respect employees of my industry. (PU)	1	2	3	4	5	6	7
7. I feel good about belonging to my industry. (PR)	1	2	3	4	5	6	7
8. In general, others think that those employed in my industry are unworthy of respect. (PU) (R)	1	2	3	4	5	6	7

(PR) = Private item; (PU) = Public item; (R) = Reverse-scored item

Identity Conflict Measure Items

For these next questions, we would like you to reflect on both your role as a wife and your career in a male-dominated industry. Please respond to the following statements on the basis of how you feel on a scale from 1 = strongly disagree to 7 = strongly agree.

1. I feel that my colleagues do not take me seriously because I am a married woman.	1	2	3	4	5	6	7
2. Being an employee in a male-dominated industry conflicts with my role as a wife.	1	2	3	4	5	6	7
3. I think that I am not influential enough in my industry because I am a married woman.	1	2	3	4	5	6	7
4. I run into obstacles in my role in a male-dominated industry because I am a married woman.	1	2	3	4	5	6	7
5. I feel uncomfortable with my role as a wife when I am with a group of other employees from my industry.	1	2	3	4	5	6	7
6. Being an employee in a male-dominated industry does not conflict with my role as a wife. (R)	1	2	3	4	5	6	7

(R) = Reverse-scored item

Psychological Well-Being Measure Items

      Next, we are going to ask you to reflect upon how you have been feeling recently. There is no right or wrong answer to any of these statements; we are interested in your honest reactions and opinions. Please read each statement carefully and respond to them as honestly and as accurately as possible. Have you recently…

1. Been able to concentrate on what you're doing?	Much less than usual	Less than usual	Same as usual	Better than usual
2. Lost much sleep over worry?	Not at all	No more than usual	Rather more than usual	Much more than usual
3. Felt you were playing a useful part in things?	Much less useful	Less useful than usual	Same as usual	More so than usual
4. Felt capable of making decisions about things?	Much less capable	Less so than usual	Same as usual	More so than usual
5. Felt constantly under strain?	Not at all	No more than usual	Rather more than usual	Much more than usual
6. Felt you could not overcome your difficulties?	Not at all	No more than usual	Rather more than usual	Much more than usual
7. Been able to enjoy your normal day-to-day activities?	Much less than usual	Less so than usual	Same as usual	More so than usual
8. Been able to face up to your problems?	Much less able	Less so than usual	Same as usual	More so than usual
9. Been feeling unhappy and depressed?	Not at all	No more than usual	Rather more than usual	Much more than usual
10. Been losing confidence in yourself?	Not at all	No more than usual	Rather more than usual	Much more than usual
11. Been thinking of yourself as a worthless person?	Not at all	No more than usual	Rather more than usual	Much more than usual
12. Been feeling reasonably happy, all things considered?	Much less than usual	Less so than usual	About same as usual	More so than usual

Relationship Satisfaction Measure Items

Reflecting on your relationship, rate each of the following items using the 1 (Not at all) to 7 (Extremely) scale.

1. How satisfied are you with your relationship?	1	2	3	4	5	6	7
2. How dedicated are you to your relationship?	1	2	3	4	5	6	7
3. How close is your relationship?	1	2	3	4	5	6	7
4. How much can you count on your partner?	1	2	3	4	5	6	7
5. How passionate is your relationship?	1	2	3	4	5	6	7
6. How much do you love your partner?	1	2	3	4	5	6	7

Career Commitment Measure Items

Please rate the degree to which you agree with each item on a scale from 1 = strongly disagree to 5 = strongly agree.

1. My career field is an important part of who I am. (CI)	1	2	3	4	5
2. The costs associated with my career field sometimes seem too great. (CR) (R)	1	2	3	4	5
3. I do not have a strategy for achieving my goals in this career field. (CP) (R)	1	2	3	4	5
4. This career field has a great deal of personal meaning to me. (CI)	1	2	3	4	5
5. Given the problems I encounter in this career field, I sometimes wonder if I get enough out of it. (CR) (R)	1	2	3	4	5
6. I have created a plan for my development in this career field. (CP)	1	2	3	4	5
7. I do not feel "emotionally attached" to this career field. (CI) (R)	1	2	3	4	5
8. Given the problems in this career field, I sometimes wonder if the personal burden is worth it. (CR) (R)	1	2	3	4	5
9. I do not identify specific goals for my development in this career field. (CP) (R)	1	2	3	4	5
10. I strongly identify with my chosen career field. (CI)	1	2	3	4	5
11. The discomforts associated with my career field sometimes seem too great. (CR) (R)	1	2	3	4	5
12. I do not often think about my personal development in this career field. (CP) (R)	1	2	3	4	5

(CI) = Career identity; (CR) = Career resilience; (CP) = Career planning; (R) = Reverse-scored

Spousal Support Measure Items

Please rate the degree to which you agree with each item on a scale from 1 = strongly disagree to 5 = strongly agree.

1. My spouse burdens me with things that they should be able to handle on their own. (I)	1	2	3	4	5
2. When I have a tough day at work, my spouse tries to cheer me up. (E)	1	2	3	4	5
3. If I had to go out of town for my job, my spouse would have a hard time managing household responsibilities. (I)	1	2	3	4	5
4. My spouse is interested in my job. (E)	1	2	3	4	5
5. My spouse leaves too much of the daily details of running the house to me. (I)	1	2	3	4	5
6. My spouse doesn't want to listen to my work-related problems. (E)	1	2	3	4	5
7. If my job gets very demanding, my spouse will take on extra household responsibilities. (I)	1	2	3	4	5
8. My spouse seems bored when I talk about my job. (E)	1	2	3	4	5
9. If I have to work late, I can count on my spouse to take care of everything at home. (I)	1	2	3	4	5
10. My spouse enjoys hearing about my achievements at work. (E)	1	2	3	4	5
11. When I'm having a difficult week at my job, my spouse tries to do more of the work around the house. (I)	1	2	3	4	5
12. My spouse is happy for me when I am successful at work. (E)	1	2	3	4	5
13. My spouse does their fair share of household chores. (I)	1	2	3	4	5
14. I look to my spouse for reassurance about my job when I need it. (E)	1	2	3	4	5

(I) = Instrumental support item; (E) = Emotional support item

Gender Ideology Measure Items

The following items are based on your general perceptions. Please evaluate your level of agreement using the scale of 1 = strongly disagree to 7 = strongly agree.

1. Having men and women work side-by-side increases the likelihood of conflict (S).	1	2	3	4	5	6	7
2. Children from both genders should be taught that success in the business world comes from adopting masculine personality qualities (A).	1	2	3	4	5	6	7
3. Boys and girls have different learning styles, and therefore, it makes sense if they go to separate schools (S).	1	2	3	4	5	6	7
4. Women in the corporate world should embrace a masculine work ethic (A).	1	2	3	4	5	6	7
6. People are naturally more comfortable working and interacting with others of their same gender (S).	1	2	3	4	5	6	7
7. In order for the Canadian workforce to be internationally competitive, women must better adapt to the ways of masculine corporate culture (A).	1	2	3	4	5	6	7
8. Men and women are naturally suited to different jobs and should continue to do those (S).	1	2	3	4	5	6	7
9. If a woman decides to enter a traditionally masculine field, she will be more successful if she adopts the prevailing male customs and behaviors (A).	1	2	3	4	5	6	7
10. It is important to maintain some all-male and all-female groups to preserve gender-specific interests and traditions (S).	1	2	3	4	5	6	7

(S) = Segregation item; (A) = Assimilation item