

한국기혼 여교수의 가족 및 직업역할 수행과 그 효과 및 인식

The Effect of Doubles Roles and Perceptions of Korean Married Women Professors About Combining their Career and Family

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<Abstract>

한국기혼 여교수의 가족 및 직업역할 수행과 그 효과 및 인식

본 연구는 한국의 중상층 기혼 여교수들의 그들의 가정과 직장생활의 균형을 위한 복수역할 수행에 따른 역할 긴장도와 역할 만족도를 조사하는 것과 한국 기혼 여교수들이 그들의 취업이 자신과 가족에게 어떤 영향을 미친다고 인식하고 있는지를 조사하는데 그 목적이 있으며, 기혼여교수들과 4년제 대학에 근무하는 남자교수들의 부인 및 한국과학 기술연구소의 연구원들의 부인인 전업주부들과 비교하여 조사하였다.

본 연구의 결과에 따르면 여교수들은 전업주부들과 비교하여 더욱 높은 역할 만족도와 긴장도를 경험하는 것으로 나타났다.

대부분의 여교수들은 자신의 취업이 자녀들과 가족들에게 긍정적인 영향을 미친다고 인식하고 있는 것으로 나타났다.

주제어(Key Words): South Korean Women Professors(한국의 기혼 여교수), Housewives(전업주부), Balance Work and Family(가정과 직장의 균형), Role Gratification(역할 만족도), Role Strain(역할 긴장도)

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I. Introduction

The number of married women professionals in South Korea, who are mostly upper-middle class has greatly increased in recent years (Yi, 1993). Combining work and family has been a difficult issue for these professional working mothers because of a common, predominant expectation for them to maintain a traditional mother's role in South Korean society.

In the early period of industrialization, the main motivation for women working in a profession was not personal achievement, in terms of economic gain or self-realization, rather it was a "duty" to pursue Women's Rights (Cho, 1987) along with the influence of the first feminist movement in Western society (Humm, 1992). Women's professional work was usually part of a "family business" which could be done in their residences (e.g., women doctors in the doctor's family) to lead ease the balance between work and family life. Today, the motivations for women working are different in the new social stratification in South Korea and often reflects class characteristics.

Upper middle-class families are a highly predominant group, economically and culturally, and are often symbolic of the nation's prosperity, especially in South Korea's developing industrial capitalism. These upper middle-class families correspond to high levels of professional, technical, and administrative workers. The distinct characteristics of these upper-middle class families are: they seek to higher standard of living, they are very conscious of a variety of social indicators, and they are willing to achieve competitively such as comparing their neighbor's income, property,

occupation of head of family, occupation of wives, size of condominium, their children's educational achievement, educational level of family member's, family backgrounds, and life styles sometimes represented in conspicuous consumption.

Upper-middle class working women express their motivation for working as wanting to improve the family's economic well-being, to achieve a higher level of social indicators (Kim, 1993) as well as for self-achievement, social position, satisfaction, and the power that a paid job provides (Reskin & Padavic, 1994), very similar to women's motivation in Western society.

Although their self-achievement has positive psychological effects, the responsibilities for their many roles—doing housework and caring for themselves, their husbands, their children, and their elderly parents or in-laws—result in experiencing stress in coping with a double work day (Reskin & Padavic, 1994). These four roles plus their occupational role are commonly found among married professional women of the upper-middle class in South Korea.

Married women professors were the focus of this study for a number of reasons.

Hall (1972) has noted that women's multiple roles tend to be salient simultaneously while men's operate sequentially. Married professional women, by virtue of the investment in their training, are likely to perceive their work as another primary role, and thereby, enhance the possibility of work-family conflict. Especially for professors, the work demands of their professional occupation continues to bring work into their home life because of study and/or research that requires extra effort and time (with psychological stress), while other occupations may only require a 9-to-5 work day.

In spite of a women's profession in South Korea, the traditional expectations of a married woman's role imposes strong demands, with four sets of roles related to housework. The deep-rooted tradition of Confucianism in South Korea influences, to a greater or lesser degree, every member of society.

Though South Korean society has changed recently from the restrictive practice of these Confucian ideologies in family life, with more women holding a less traditional attitude, the implication of the traditional ideal image of wise mother and good wife still restricts working mothers by imposing great demands on their self-role expectations. They put a great deal of time and effort to resolving everyday demands with family life. Especially, raising children, is becoming much more difficult because of problems introduced into Korean society, such as a competitive educational system (Liao, 1998) to enter prestigious universities (*ipsi c'hedo*), and protecting their children from juvenile delinquency, such as the current and poignant concerns of juvenile prostituting through Internet chats (Dong A Ilbo, April 6, 2000; ChungChong Ilbo, April 6, 2000; Dong A Ilbo, April 10, 2000; Mail Shin Mun, August 9, 2002).

The conflicts for women with dual roles causes not only pressure to manage their limited time to meet the needs of household activities but also emotional contradictions in themselves as to whether to perform the good housewife's image, rooted in traditional expectations of an autonomous inside master, to meet all the family's needs in a changing society. Thus, the conflict might be connected with how they perceive the effect of their working outside on the well-being of family members, especially their children, and

attitudes of family members toward their career.

II. Theoretical Background

The dominant way of viewing the effect of multiple roles as workers, mothers, and parents evolved from role theory, especially the conflict and enhancement hypothesis. This is known as the continuum model, which assumes that role conflict and role enhancement are at opposite ends of a single continuum, and thus mutually exclusive (Goode, 1960; Marks, 1977; Merton, 1957; Sieber, 1974; Verbrugge, 1986). However, an alternative, more recent hypothesis—the typology model—proposes that role conflict and enhancement can occur simultaneously from possessing multiple roles (Gerson, 1985; Tiedige et al., 1990). In this study I assess role strain and role gratification of professional working women in South Korea by applying the typology model. These women may experience positive outcomes of gratification and/or negative outcomes of strain due to their professional work outside the home.

To answer the research questions concerning (a) the presence of role strain and role enhancement among South Korean professional women, (b) women's perception of the effect of their employment on the well-being of their family members, I surveyed a sample of women college professors and wives of male college professors and researchers in the National Science Institution in 1996. The Division of Social Survey 1 in the Korean Gallup, Polls Ltd, in Seoul, provided assistance.

The findings of this study indicate that the group of women professors experienced a greater

degree of role gratification and role strain than did the group of housewives. Also, a number of women professors perceived that their employment provides positive effects on their children and family.

III. Research Method

1. Sample

The sample used in this study consisted of 100 married women professors with children and 105 women four-year university graduates who are full-time housewives with children and whose husbands are university professors or researchers in the National Science Institution.

I chose college women professors because they are likely to view work as another primary role, enhancing the likelihood of conflict between work and family roles. I also chose a counterpart group of housewives who are in a very similar social standing, that is, upper-middle class families of later industrial capitalism in South Korea.

The data were collected by the staff at the Division of Social Survey 1 of the Korean Gallup Polls in Seoul, Korea, in fall 1996. To obtain consent, the staff of the Korean Gallup Polls called each participant to explain the purpose of this study and the need for their help. One hundred women professors from 25 universities in the Seoul area and 105 full-time housewives, whose husbands are professors in the Seoul area or researchers in the Korea Institute of Science Technology in the Taejon area, agreed to be participants in this research. Staff members visited offices of the women professors and the homes of

housewives at scheduled times and stayed with them while they filled out the questionnaire.

The questionnaire used in this study was translated from the original English language to Korean to help participants better understand the questions. To ensure the validity of the translation, the questionnaire was back-translated into English. In order to check reliability of the translated questionnaire, the instrument and procedures were pilot tested prior to the current study by surveying 10 professional working women with children and 10 housewives of male professors also with children in a university. The reliability of role strain/gratification items in the pilot-tested questionnaire was 0.86. The questionnaire used in this study was a revised version of the one used in the pilot study.

The demographic characteristics asked of participants were: age of participants, number of children, level of education of the couple, total family income from each couple, family type, the places where the husband's parents live, and hired help for domestic work.

The age range of subjects in this sample was from age 29 to early 50s. Sixty-two percent of the professors and 82% of the housewives are in the age group of 30 to 39. More than 87% of both groups of sample have one or two children.

The percentage of the age of last child was presented as similar in both groups.

In either group, about 50% have their youngest child under age 6 who may require a great deal of child care. Most of the women in the sample are from a nuclear family (professors, 75%; housewives, 95.5%). One hundred percent of the professors' families reported more than \$3000 monthly income, compared to 62.8% for

<Table 1> Definitions and Descriptive Statistics in the Analysis of Demographic Variable

Variables	Professor (N = 100)		Housewife (N = 105)	
	Mean	SD	Mean	SD
1. Age (1=younger; 0=older)	.62	.49	.82	.39
2. Birth order of husband (1=other, 0=first)	.54	.50	.49	.50
3. Family structure (1=nuclear; 0=other)	.75	.44	.90	.29
4. Number of children (1=1-2 children; 0=more than 2)	.95	.22	.83	.38
Additional Information on Children				
* Age of last child	<u>%(100)</u>	<u>N=100</u>	<u>%(100)</u>	<u>N=105</u>
under 6	45.0	45	57.1	61
7 to 12	32.0	32	30.4	32
Over 13	23.0	23	11.4	12
* Number of Children				
1	43.0	43	17.1	18
2	52.0	53	65.7	69
3	3.0	3	15.2	16
4	2.0	2	1.9	2
5. Total family income (1=higher; 0=lower income)	.95	.35	.62	.24
6. Place husband's parents live(1=near; 0=distance)	.14	.35	.20	.25
7. Outside assistance for housework (1=yes; 0=no)	.69	.46	.15	.36

housewives. The definitions, means, and standard deviations for variables for demographic variables are presented in (Table 1).

2. Measures

The instrument used in this study was questionnaire with items to support the research questions and to provide the background information of participants. To measure the role gratification and role strain, this study used a revised version of Gerson's (1985) questionnaire. In her study, role gratification and role strain were measured on a scale produced by summing the responses of each of twenty-four items which were designed to measure role gratification and role strain as to positive and negative feelings about their multiple roles.

A revised version of Gray's (1983) questionnaire was used to measure personal attitudes of women toward their roles, and their perceived attitudes of significant others toward their careers. His study investigated role conflict and coping strategies of a group of married professional women; 232 married women doctors, lawyers, and professors from the Philadelphia area were surveyed about their attitudes toward their roles and how they cope with conflicts.

3. Data Analysis

I first constructed summary indexes of the measurement of role gratification and role strain and performed a one-way analysis of variance (ANOVA) to estimate statistically significant differences of the mean scores of each item and of

total scores. Frequency distribution was used to measure personal attitudes toward their roles.

Each 12 items of the role gratification and role strain scores were measured using a 1 to 4 point Likert-type scale. Thus, total scores ranged from 12 to 48 points. For role gratification, a lower score means more gratification than strain; a higher score means more strain.

Because I apply a typology model, which proposes that role conflict and role enhancement perceptions coexist as independent dimensions, I did not test the association between role conflict and role enhancement. The dependent variables were treated as unrelated dimensions of role gratification and role strain, and personal attitudes toward role work in their outside work. The independent variables were the women professors' group and housewives' group.

IV. Results

1. Role Gratification and Role Strain

The results show that women professors experienced greater gratification as well as more strain compared to housewives. The lower total score (greater agreement with the statement of collectively) show more role gratification (Table 2). The differences between the mean total scores of the women professors and housewives is statistically significant (z statistics=2.68). The reliability coefficient is 0.83 for the professors' sample and 0.86 for the homemakers' counterparts. Similarly, the greater total score (greater agreement with the role strain statements) show more strain among the professors than among the housewives (Table 3), and the difference between the mean total scores is also highly statistically significant (z

<Table 2> Index of Mean and Standard Deviations of Role Gratification Variables

Variables and sample	Professors		Housewives	
	\bar{X}	SD	\bar{X}	SD
Self-esteem *	1.88	.67	2.06	.64
Respect of others *	1.92	.48	2.25	.53
More freedom *	2.38	.76	2.24	.69
More time devoted to self	2.52	.82	2.44	.66
Less upset about domestic matters	2.31	.73	2.48	.65
More diversified life *	2.50	.83	2.55	.70
More resources	2.71	.77	2.51	.68
Less bored ***	1.88	.70	2.38	.67
More meaningful life **	1.92	.73	2.48	.67
More energy **	1.99	.68	2.40	.75
New skills **	2.22	.73	2.62	.80
More privileges *	1.92	.53	2.03	.70
Total role gratification *	26.15	5.67	28.44	8.14

Note. Professors (N = 100, $\alpha = .86$); Housewives (N = 105, $\alpha = .83$)

*p < 0.05, **p < 0.01, ***p < 0.001

<Table 3> Index of Mean and Standard Deviations of Role Strain Variables

Variables and sample	Professors		Housewives	
	\bar{X}	SD	\bar{X}	SD
Insufficient time *	3.03	.68	2.74	.65
Incompatible demands *	2.30	.75	2.02	.60
Identity in question	2.49	.77	2.51	.59
Others' expectations excessive *	2.78	.66	2.46	.65
Fatigue *	2.77	.79	2.45	.70
Tense *	2.77	.64	2.39	.62
Disordered life **	2.75	.75	2.03	.71
Personal commitment unfulfilled **	3.02	.61	2.58	.70
Unclear priorities *	2.16	.69	2.09	.65
Excess: very self-centered *	2.20	.55	1.94	.56
Aware of personal shortcomings *	2.77	.63	2.48	.68
Guilt *	1.91	.62	1.68	.59
Total role strain **	30.95	4.40	27.37	4.04

Note. Professors (N = 100, $\alpha = .77$); Housewives (N = 103, $\alpha = .75$).

*p < 0.05, **p < 0.01, ***p < 0.001

statistics = 4.40). The reliability coefficient is 0.77 for the professors' sample and 0.75 for the housewives'.

2. Perceived Personal Attitudes Toward Outside Work

Frequency distribution of personal attitudes assessed by themselves (professors and housewives) toward their roles are presented in Table 4. In the case of professors, only 21% take care of their children by themselves compared to 91.4% of housewives. Further, 40% of the women professors have assistance for their child care activities from their husbands and own family.

More than half of the women in both groups of professors and housewives stated that they had ambivalent feelings when someone else took care of their children; 71% of the professors answered

they feel that their employment had more positive than negative effects on their children; 58% of the professors stated that their careers are more important than their household roles. In the case of professors, 65% answered their family has positive attitudes toward their employment.

V. Discussion

The result of taking on multiple roles show that South Korean married professional working women experience more role gratification and role strain than South Korean full-time housewives, which corresponds to the typology model rather than the continuum model.

The findings of index comparing role gratification and role strain of women professors and housewives showed that the women in this

<Table 4> Frequency Distributions for Personal Attitudes Toward Roles

Attitudes	Professor(N = 100)		Housewives(N = 105)	
	%(n)	%(n)	%(n)	%(n)
The person who takes care of subject's children:		(21)		
Husband's P & F	21.0		1.9	(2)
My P & F	19.0	(19)	2.9	(3)
Professional day care	5.0	(5)	1.9	(2)
Individual day care	4.0	(4)	1.9	(2)
Outside assistant for my housework	70.0	(70)	13	(14)
Myself	21.0	(21)	91.4	(96)
My feelings when someone else takes care of my children:				
Never others	4.0	(4)	48.6	(51)
Fine	18.0	(18)	3.8	(4)
Anxious but not guilty	62.0	(62)	31.4	(33)
Very guilty & anxious	11.0	(11)	14.3	(15)
Little guilty & anxious	4.0	(4)	1.9	(2)
Don't worry but sorry	1.0	(1)	-	
Relative importance for family, housewife responsibilities, and career activities:				
Career	58.0	(58)	14.3	(15)
Family	29.0	(29)	70.5	(74)
Housewife	-		12.4	(13)
Situational	9.0	(9)	-	-
Career & family (both)	3.0	(3)	1.9	(2)
NA	1.0	(1)	1.0	(1)
My efforts to change societal definitions of women's roles in the household:				
Often effort	19.0	(19)	7.6	(8)
Effort	63.0	(63)	55.2	(58)
Seldom effort	16.0	(16)	33.3	(35)
Never effort	1.0	(1)	3.8	(4)
NA	1.0	(1)	-	-
How I feel about the effect of my employment on my children:				
Only positive	13.0	(13)		
More positive than negative	71.0	(71)		
Equally negative and positive	14.0	(14)		
Negative	1.0	(1)		
NA	1.0	(1)		
Your family's attitude regarding your employment:				
Positive	65.0	(65)		
Negative	2.0	(2)		
Equally positive and negative	30.0	(30)		
NA	3.0	(3)		

sample confirmed the findings of a previous study by Gerson (1985) which used the same items to measure gratification and strains of roles. Gerson found that when women take on multiple roles, they experienced positive outcomes or greater gratification and more negative outcomes or strains from their roles than women who do not take on multiple roles.

Results of this study found on the positive side, professors received gratification and were significantly satisfied in nine items of personal achievement: more self-esteem, respect from others, more freedom, having a more diversified life, felt less bordered with life, have a more meaningful life, more energy developed new skills, and have more privileges than the house wife group. Professors had less satisfaction than housewives in the category of having enough time for themselves.

Some previous study results report that when women take on multiple roles, positive outcomes are provided for their psychological health, thus the multiple roles benefit them eventually (Cameron & Magaret, 1951; Gough, 1948; Gove, 1972). In the present study,

Korean professional working women experience more gratification compared to housewives, which supports the above studies. Among the items that measures strain, 11 of 12 items showed professors experience more strain than housewives, an these items are: insufficient time, incompatible demands, others' expectations are excessive, fatigue, tension, disordered life, unfulfilled personal commitment, unclear priorities, excessively self-centered, aware of personal shortcomings, and guilty feelings.

Thus, these results may support the ideology of "self achievements" of recent Korean middle-class

working women (Cho, 1987). Results also support the findings of Yi (1993), that professional women are satisfied with their "self-realization" and consider a professional job to be a most desirable and prestigious way to achieve self-realization, because women professors are respected for their achievements in public spheres in Korean Society. Motives of women who work outside the home vary from person to person; but, in the case of Korean society, the motives for middle class women for working are more a personal choice of the women themselves than for a motive of economic gain.

Most of the husbands in these middles class families tend to expect their wives to also perform household duties without damage to their family life. One of the stereotyped husband attitudes toward middle-class working women in Korean society is to enforce their wives to stay home rather than work because there may be some problems with their wives balancing between home and outside work. Thus, these demands could produce psychological stress for married women professors while they experience gratification form their own achievements. The management of time is one of the most difficult problems for these middle-class working women in Korean society.

Many studies are assume that: (a) individuals possess only limited amounts of energy and time (Mark, 1977; as cited in Liao, 1998); (b) social organizations and institutions such as company or the family are greedy, demanding all of an individual's allegiance (Coser, 1974; as cited in Liao, 1998). Having multiple roles tend to produce conflict and strain. It is true that women professors in this sample may have clear motives for working, and their activities outside the home provide vary

valuable contributions to society, but they still have a pressures to perform housework and child care successfully within their limited time frame.

In the case of Korea, there still exists in their perception the ideology of women and men's separate domain (Yi, 1993). This ideology may hinder the husband's help for household activities, on the one hand, and it may create psychological stress because of husband's involvement in the women's domain of work. Korean working women occasionally expressed their feelings as:

"If my husband helps with the household duties, I have less physical fatigue, but I feel psychological stress because my husband is doing what is expected of women only. So I would rather be physically fatigued doing all the household work myself than to be psychologically fatigued" (Liao, 1998).

Thus, working women in Korean society take multiple roles in their limited time which may produce more strain.

The results of this study may be interpreted also by generational experiences and characteristics of women professors that reflects special social changes in the current study in South Korea.

The women professors in this generation have more realistic and personal motivation compared to earlier generations who are have more public motivations for work in profession. Although women who are working in a professional occupation are still considered a very privileged group in South Korea, they have many difficult conditions to balance work and family. The demands for their professional achievement is highly weighted by their allocation of time for work because very recently most universities in South Korea have required high quality and a high

amount of scholarly achievements for professors. This pressure not only comes from the requirements of the university but also from other social recognition of their activities.

In addition, educational achievement and the caring of their children are difficult demands for all mothers in modern South Korea. Educational achievement is the most important credential in the labor market and the higher guarantee for a successful life. Still the higher levels of family background and supports are positively related to their children's educational achievement (Kim, 1992) in South Korean society.

To provide excellent educational benefits to their children, many mothers have to competitively devote their lives to achieving their children's success. Mothers have to arrange additional extracurricular activities for their children's academic improvement as well, and it produces a great burden on the family budget (Younhap News, December 11, 2002).

Another concerns of mothers, are protecting their children from the juvenile delinquencies which associated with the environmental conditions of families living in South Korea such as easy access to bad entertainments; Bars, Cheating rooms, electronic games, etc. They have to monitoring their children at home after school and it produces strong strain and psychological pressures especially for working parents.

Domestic helper is another concerned problem for working mothers in recent South Korea. In this study, 70% of women professors have hired assistance for their housework compared to 13% of the housewives. However, it has been more difficult to hire domestic help because former domestic workers who once resided in the home

and helped with housework (Ka-jung bu) have moved into other industrial or service sectors, with better pay, during the last two decades and the wage of a part-time domestic helper (pachu'lbu) are continually rising. All these cultural factors and societal changes are causing more complicated situations for balancing work and family with current professional working mothers in South Korea.

Most women professors perceive that their career provides positive effects on their children. They also perceive their husband and families have positive attitudes toward their career. However, women professors in this sample perceive ambivalent feelings when someone else takes care of their children. It is a most difficult issue for the dual earner family because it is an inevitable problem based on psychological dissatisfaction.

Many of the women professors depend on their parents and husband's parents for child care activities. This reflects the traditional Korean Confucian Patriarchal value system which emphasizes the bond between parents and children (Yi, 1993), and it is incorporated into the new structure and ideology of the modern Korean family.

VI. Conclusion

Working in a prestigious profession, married South Korean woman professors appeared to have experienced satisfaction in the face of multiple roles. However, there is still a negative side to having multiple roles.

The results of this sample show that in South

Korea, the problem of work and family issues are strongly associated with specific social needs and changes in generations. The general implication of issues correspond to the problems that Cho (1985) found that the women professors in this generation have high motives to achieve their own potential, but there is still the negative side of factors existing such as demands from traditional family values, demographic changes that hinder efficient management for housework (such as the high cost of outside domestic helper), the competitive educational system, the nuclear family system, competition in the work place, environmental factors, etc. They may choose their occupation because they believe it is the most prestigious way to achieve self-realization and have strong self-esteem. Among the categories of professional occupations, women professors are especially considered an occupation which allows women to guard their femininity and which supports psychological feminine traits more than other professions in South Korean Society. These factors may lead to more gratification for married women professors who have dual roles of work and family life. However, the traditional Confucian ideology emphasizes women's role as "wise mother/good wife", and this ideology still pressures working women to perform with excellence between both home and outside work. In spite of recent ideological changes in South Korean society, these good mother images are valued, and women retain them based on their acceptance attitudes as well as social pressures.

It is true that South Korean working mothers have a dilemma to perform their multiple roles in the home and outside because of the interplay of cultural factors and societal demographic changes.

Thus, these demands could produce psychological stress for professional working women, even though they experience gratification from their own achievements.

This study has some major policy implications. The government or employer agencies may consider ways to enhance role gratification and to reduce strain for professional working mothers in South Korea by mass education including using the mass media to highlight the psychological needs of working women. There is also a need for child care provisions and more employer or public-sponsored and monitored-care facilities while these women work, because child care is the most difficult psychological demand for South Korean working mothers. Though they cannot take care of their children by themselves, if their children were cared for by reliable agencies, working mothers would feel more at ease during their working hours. This may lead to a psychological release. In addition, a more global issue is that the current residential environment of South Korea has been invaded by commercial and entertainment stores and is closely related to people's quality of life. But the consciousness on environmental conditions and protection related to their resident milieu is very low with people in South Korea (Jeoung et al., 1994).

Most upper-middle class families spend their leisure hours for entertainment or shopping not for recreational purposes because there is no easy access to park and recreational activities. The Korean Environmental Health Department should consider relocation of commercial places and establish public district parks or recreational facilities, even if gradually.

Another concern for South Korean working

mothers is keeping good domestic help. In South Korea, there are several major agencies (e.g., YWCA, Women's Welfare Center) to provide part-time domestic help but they have widely varying costs. The price of a hired domestic helper should be monitored and controlled by agencies.

Also, most importantly, as Liao (1998) pointed out, the educational system in South Korea is one of the critical problems, not only for the welfare of children but also for the benefit of society because inefficient allocation of human capital may hinder social development. Still in South Korea, only several prestigious departments in prestigious universities insure the social success for graduated students. Thus, the extremely competitive exams for "entrance" into these prestigious universities puts severe pressure and stress on parents of children of all ages. So when women take double roles, their demands for helping their children with education are very great. In this sense, South Korean society needs to find alternative positive changes in the educational system such as equalization of the level of professors among universities, share of research facilities among universities, exchanging lectures, and exchanging students, etc.

Finally, even though the proportion of professional working women is relatively small compared to the whole labor force in South Korea. In a global perspective, the benefit of the internal rate of return into society with these highly educated professionals are great in both monetary and non-monetary contributions to achieving various kinds of social indicators (McMahan, 1981). To utilize their expertise society should provide better conditions to enhance efficiency in balancing work and family.

The results of the current study imply that the mal-conditions of the surroundings could influence family life in South Korea. The social environment was partly created by the value and consciousness of its people such as selfish family centered values that could hinder the efficient utilization of society in terms of social ties, and sharing of values. Thus, the people in South Korea need to reconsider their own sense of altruism reflected in the current changing society.

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