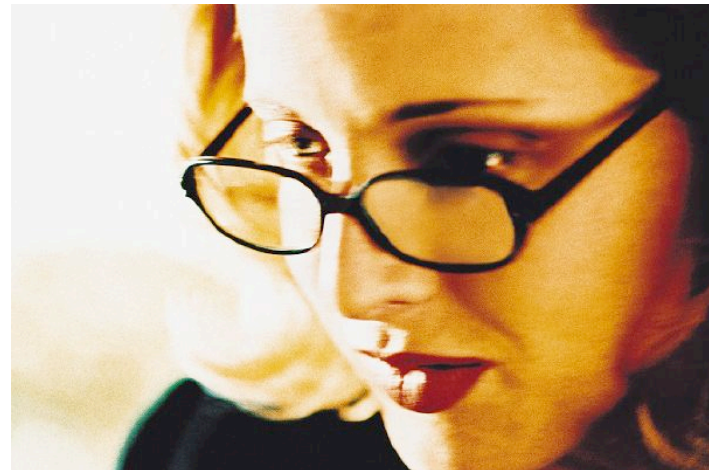


# Work and Achievement

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## Chapter 11



*Photo courtesy of Digital Vision.*



# HOUSEWORK

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- Housework and child care remain largely the responsibility of women (Phillips & Imhoff, 1997).
- U.N. studies of daily time use in developing countries consistently show women are doing less paid work, more unpaid work, and working longer hours overall as compared to men (United Nations, 2000).



# HOUSEWORK

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- The phrases *working woman* and *working mother* suggest that a woman is not really a worker unless she is in the paid workforce.
- Women are largely responsible for caring for others' emotional needs—relational work.

# HOUSEWORK

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*Photo courtesy of Janis Christie/Getty Images.*

- *status-enhancing work and two-person career*—situations in which wives serve as unofficial (and often unacknowledged) contributors to their husbands' work



# HOUSEWORK

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- *Vicarious achievement*—a woman is supposed to identify with her husband and feel gratified by his successes



# WOMEN IN THE PAID WORKFORCE

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- The workplace is still characterized by *sex segregation*—workforce separation of women and men

# WOMEN IN THE PAID WORKFORCE

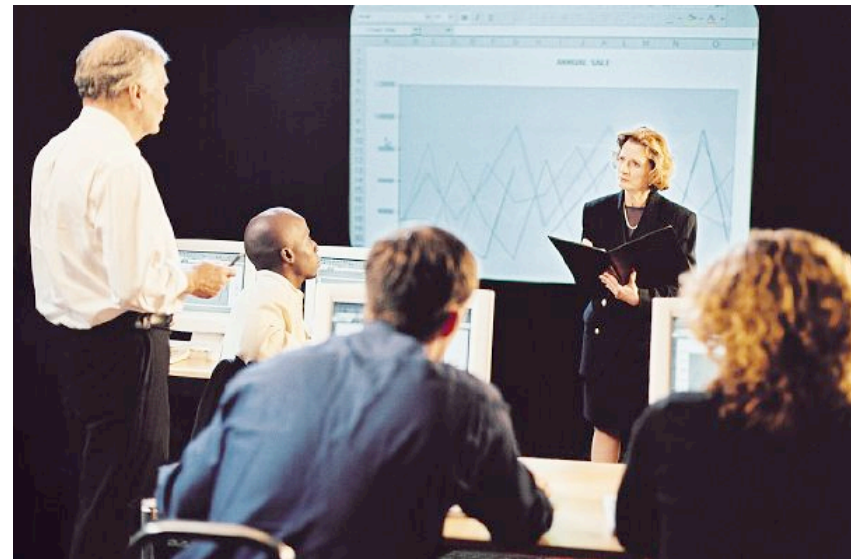
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- *Horizontal sex segregation*—tendency for women and men to hold different jobs
- *Vertical sex segregation*—tendency for women to be clustered at the bottom of the hierarchy within occupations
  - *Glass ceiling*—pervasive phenomenon of women being blocked from advancement

# DOING GENDER IN THE WORKPLACE

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- People often attribute men's success in the workplace to ability and women's to luck or hard work.



*Photo courtesy of Digital Vision.*



# DOING GENDER IN THE WORKPLACE

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- The 1964 Civil Rights Act made sex discrimination in the workplace illegal.
  - But discrimination still occurs. A meta-analysis of 49 studies showed a strong preference for men when the job was seen as masculine and a somewhat weaker preference for women when the job was seen as feminine (Davison & Burke, 2000).

# DOING GENDER IN THE WORKPLACE

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- ***Token***—member of a group that is less than 15% of the larger group
  - Tokens are highly visible and on display, so may feel a great deal of performance pressure or be socially isolated.
  - ***Glass escalator***—men in female-dominated occupations fare better than women in the same occupations—they have greater job satisfaction, receive better evaluations, and advance more quickly

# DOING GENDER IN THE WORKPLACE

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- *Role models*—members of one’s own reference group who are visibly successful
- *Mentors*—people who take a personal interest in a new member of a group
- *Old-boy network*—men who look out for each other’s interests, forming a “band of brothers”



# SEXUAL HARASSMENT

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- *Quid pro quo harassment*  
—unwanted sexual advances or behavior that are a condition of employment



# SEXUAL HARASSMENT

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- *Hostile work environment*—includes obscene remarks, demeaning jokes, suggestive comments about the worker's sexuality or personal life, or threatening or aggressive sexually toned materials in the workplace
  - In general, random-sample surveys indicate that 35-50% of women have experienced sexual harassment at some point in their working lives (Gutek & Done, 2001).



# SEXUAL HARASSMENT

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- *Sex-role spillover theory*—harassment occurs when a woman's gender is more salient than her role as a worker

# WOMEN'S CAREER DEVELOPMENT

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*Photo courtesy of Daisuke Morita/Getty Images.*

- *Achievement motivation*—desire to accomplish something valuable and important and to meet high standards of excellence

# WOMEN'S CAREER DEVELOPMENT

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- *Expectancy X value model*—an individual's expectations for success (*expectancy*) and the subjective value of various options (*value*) strongly affect decision making



# EXCEPTIONAL WORK LIVES

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- Girls who are exposed to less gender-stereotyped expectations are more likely to become high achievers.
- Blue-collar women generally report a higher level of job satisfaction.



*Photo courtesy of Geoff Manasee/Getty Images.*



# WORK AND FAMILY

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- Men's and women's work and family roles function as a system, with each component affecting every other.
- *Role conflict*—psychological effects of being faced with sets of incompatible expectations or demands



# WORK AND FAMILY

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- *Role overload*—difficulties of meeting incompatible expectations
  - Women are much more likely than men to adjust their jobs around their family responsibilities (Mennino & Brayfield, 2002).
  - Several studies show that involvement as a spouse, parent, and worker is beneficial for both men and women—it promotes better mental health, physical health, and relationship quality (Barnett & Hyde, 2001).