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Child Care: A Contextual Study and Comparison of Parental Anxiety at Corporate and Off Site Facilities

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CHILD CARE:
A CONTEXTUAL STUDY AND COMPARISON OF
PARENTAL ANXIETY AT CORPORATE AND OFF SITE
FACILITIES



PATRICIA TURNER MARSH, B.A.

A Thesis Presented to the Faculty of the Graduate School
of Lindenwood College in Partial Fulfillment of the
Requirement for the Degree of

Master of Art

1994

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1994

Abstract

The purpose of this study was to discuss some developmental aspects and trends in day care and to compare the anxiety levels between parents for whom the center was on the work site with those for whom the center was off the work site. The rationale for this study came from the suggestion in the literature that work site day care might be a viable solution to many difficulties dual income families encounter. Thirtyseven individual parents were sampled as they presented their children to a day care center at a hospital in a large midwestern city. The parents were from a wide range of educational and economic backgrounds and were predominantly female. Subjects were tested to determine if there were differences in parental anxiety 1) dependent upon the daycare's location, 2) dependent upon the gender of the parent, and 3) dependent upon the parent's satisfaction that the center had made their lives better because of its location. Chi square and *t* test analyses of the data were used to obtain results. The means of scores on Spielberger's State-Trait Anxiety Inventory of the two groups were compared. The results of the data retained the null hypotheses that there were no differences in the level of the parents' state of anxiety dependent upon the location of the day care center or upon satisfaction with the center. Other factors influencing these outcomes and suggestions for further investigation were discussed.

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COMMITTEE IN CHARGE OF CANDIDACY:

Pamela M. Nickels, Ed.D.,
Chairperson and Advisor

Jesse B. Harris, Jr., Ph.D.

Marilyn M. Patterson, Ed.D.

DEDICATION

To my parents, Donald L. Turner and Verna G. Turner.

and

To my progeny:

Melissa Kay Marsh,
Laura Marie Marsh and
Daniel Jacob Marsh

ACKNOWLEDGEMENTS

I would like to express my sincere appreciation to my best friend, Frank L. Dittmeier III, for his support and patience, to Pauline Hammen, to each member of the library staff at Missouri State Hospital, to the Director of Deaconess Hospital Child Care Center, Denise Cunningham and to the scholarly gentle folk of the counseling faculty of Lindenwood College, especially those on my candidacy committee who worked with me so graciously.

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CHAPTER I

INTRODUCTION

Research on the efficiency of various forms of child care arrangements has been sparse. Even less available are investigations related to the influences on parents of child care arrangements. Current economic conditions require full employment of every able adult and mothers are held accountable as the primary care-givers for children (Covin & Brush, 1991; Stipek & McCroskey, 1989). These two factors are key reasons that today's families have a great need for more support systems (Brazelton, 1985; Covin & Brush, 1991; Mize & Freeman, 1989; Stipek & McCroskey, 1989; Zigler & Black, 1989). The lack of provision of adequate child care for dual income families may represent the greatest social lag in our country (Brazelton, 1985; McNeely & Fogarty, 1988; Mize & Freeman, 1989; Raabb & Gessner, 1988; Stipek & McCroskey, 1989; Weissbourd & Kagan, 1989).

Historic forewarnings have not resulted in adequate provisions for our nation's children during their parents' working hours (Goldberg, Greenberger, Koch-Jones, O'Neil & Hamill, 1989; Zigler, 1989). The presence of women in the work force was applauded briefly for the duration of World War II. Norman Rockwell's sketches capsulized history for decades before and

after World War II and when women stepped into nontraditional employment roles to bolster their fighting men, Rosie the Riveter came to symbolize the fortitude of those adventurous women. Rosie the Riveter appeared on the 1943 cover of The Saturday Evening Post in praise of her contribution of "strength and confidence to the war effort" (Hewlett, 1986). A later Norman Rockwell sketch entitled "Wifely Duties" (Hewlett, 1986) portrayed America's image of a female's postwar role as a supportive wife and stay at home mom.

Just as art recognized the return to solely domestic positions for women, researchers addressed a continuing lack of legislative support for any other function for women (Schroeder, 1990; Weissbourd & Kagan, 1989; Zigler & Black, 1989). The apparent disregard for the urgency of child care issues was witnessed by a news magazine article as recent as March, 1994 which condemned the lingering need for a new approach and quoted author Ellen Carol DuBois, "It's no solution to come up with alternatives and institutions that require hiring low-paid women at impoverished wages to take care of high paid women's children" (Guttman, McGraw & Sieder, 1994, p. 49). This article reflected on the current status of concerns which, as long ago as 1981, The United States Commission on Civil Rights found inadequate. The commission stated in 1981 that the United States had no cohesive

or well-articulated Federal child care policy (U.S. Commission on Civil Rights, June 1981). The commission explained that instead of an organized policy, assorted programs have targeted low income families to bolster educational needs of children, social services needs of parents and labor force needs of the economy. The Civil Rights Commission has recognized that parents have made tactical use of this matrix of designs in order to take paid work or prepare for jobs and that this system is inadequate for the current and the projected need for child care (U.S. Commission on Civil Rights, June 1981).

The changes in family positions have caused repercussions throughout American society. Many proposed solutions have been advanced to care for children through government supported systems and employer provided programs. The literature traced the evolution away from family provided child care and governmental non-involvement (Dole, 1990; Gilligan, 1992; Hewlett, 1986; Zigler & Black, 1989; Zigler, 1989) and appraised the relative merits of employer provided programs at on site child care facilities (Goff et al., 1990; Goldberg, et al. 1989; Stipek & McCroskey, 1989; Weissbourd & Kagan, 1989; Zigler & Black, 1989). The rationale for this comparison of anxiety levels between groups of parents whose children were on or off site was prompted by the tendencies reflected in prevailing research indicating the popularity of on

work site day care (Goff, et al., 1990; Mize & Freeman, 1989; Zigler & Black, 1989).

Statement of Purpose

The purpose of this paper was to determine if there were differences in anxiety levels among parents as they presented their children to day care. Differences in anxiety levels were explored between the parents for whom the daycare was on or off the work site; between the gender of the parents and between the parent's degree of satisfaction with the day care center. Chi squared and *t* test analyses of the data were used to obtain these results.

Chapter II

LITERATURE REVIEW

Studies of employer-sponsored child care are few. These studies reveal the universality of the need for child care. A contextual history of women's altered roles was necessary to understand the dual functioning of working/parenting adults today.

Demographics collected in the last three decades reveal the changing roles of women relating to family and work (Arnold, 1985; Brazelton, 1986; Block, 1990; Dole, 1990; Fisher, 1990; Fisher, 1992; Gerson, 1985; Gilligan, 1982; Hewlett, 1990; Hofferth, 1987; Kaufman & Richardson, 1982; O'Connor, 1990; Pennar & Mervosh, 1985; Rapoport & Rapoport, 1974; Schroeder, 1990; U.S. Census Bureau, 1992; Wojnilower, 1990). Hewlett (1990) recorded the appearance of women in the workplace and their evolution into social and political activities. Brazelton (1986) has commented throughout the last few decades about the effect on children of the concomitant distancing between mothers and their families. Gilligan (1982) examined gender differences in modes of relating and communicating and may have been the first to point out that researchers have extrapolated to the general population, findings from studies dealing exclusively with men. Dole (1990) and Schroeder (1990) reported political reactions to the changing

needs of women and families. Many researchers and statisticians have analyzed shifts in gender populations in the workplace. Explicitly because of the rapid increase in two-income families and women in the work force, society has sought solutions to its child care issues through corporate and governmental support rather than family support alone (Brazelton, 1986; Covin & Brush, 1991; Goff, Mount & Jamison, 1990; Goldberg, et al., 1981; Koch-Jones, O'Neil & Hamill, 1989; Mize & Freeman, 1989). As Dr. Brazelton noted, "Society does not yet wholeheartedly support working mothers and their choices about substitute care" (Brazelton, 1986, p. 14).

In the years since Brazelton's article, (1986) "Issues for Working Parents", most would agree, that his statements have remained true as witnessed by the lack of scientific investigation extant on the benefits of child care support systems to working parents of either gender. A few researchers have begun to reveal such conservative findings as, "The importance of satisfaction with care in reducing work/family conflict and absenteeism would appear to make child care assistance [by employers] a viable option where satisfactory care is in short supply" (Goff, Mount & Jamison, 1990, p. 807).

Family Support Solutions

Satisfactory care used to be provided by other family

members. Today's family must face the stress-producing reality of rapid, recent changes while its members are attempting to fulfill expanding role expectations. As Stipek and McCroskey (1989) stressed, "Parents face difficult problems finding appropriate care for their children while they work. And working and parenting are often in conflict, such as when a child is ill, needs to see a dentist, or is having trouble in school" (p. 416). The increase in the numbers of working mothers with children under the age of eighteen has grown from eighteen and four tenths percent in 1950 to fifty-four and seven tenths percent in 1980 (Papalia, 1986).

Government Support Solutions

Hewlett (1986) presented an interesting history of the lack of governmental support systems for women's careers and dual income families. Hewlett reported that even Eleanor Roosevelt opposed the Equal Rights Amendment (ERA) in the mid nineteen forties, "not because she espoused a traditional role for women, but because she thought that ERA might make it more difficult to create the support structures women needed to carry their double burden at home and at work" (Hewlett, 1986, p. 138).

Richard Nixon told Congress in 1969 that the matter of early growth was so crucial that a national commitment should be made to provide all American children an opportunity for healthful and

stimulating development (Hewlett, 1986). Hewlett further related that Nixon then vetoed the Comprehensive Child Development Act in 1971, the only such act to pass Congress in the postwar period (Hewlett, 1986). White House priorities had not changed over a decade later when, as Hewlett (1986) observed in The Lesser Life, "The official position of the Reagan administration was that child care is the responsibility of the family and the private sector, that government has no business 'interfering' with child rearing" (Hewlett, 1986, p. 132). A Wall Street Journal article by Hunt, (1984) prior to Reagan's election as President observed that some Republican conservatives took an anachronistic view of women as being exclusively homemakers. Hunt (1984) recognized that at that time, in about two-thirds of marriages, both spouses worked and that about half of all mothers with children under five worked outside the home. Hunt stressed that "there are some public-policy questions-child-care funding, tax laws for two that ought to be debated as part of the family-issues discussion in 1984" (Hunt, 1984, p. 4).

These are not simply political issues for campaign years, but are of dire importance to everyday people. Hewlett (1986) noted that half of all preschool children in the country at that time were being cared for outside the home because their mothers were working, and that at least half of these child care

arrangements were so highly inadequate that children's chances for achievement were compromised. Hewlett observed that "to date we have had a blind spot with regard to day care and child health may be as important as investing in high school and college" (Hewlett, 1986, p. 131).

Pat Schroeder, Colorado's US Representative since 1972, recently commented

Many people, today, as in the past, fight legislation that would acknowledge the kinds of lives women really lead, for fear they will be accused of destroying the mythical family. I think we need to acknowledge the family as an economic unit and basic building block of our society and then get on with reinforcing it (Schroeder, 1990, p. 9).

Bremner (1974), Dole (1990), Hewlett (1986) and Schroeder (1990) challenged the popular opinion that prevailed prior to the 1984 election that assumed women had clear choices between career and full time parenting. During the years prior to that election year, questions about projected needs for large quantities of quality day care were only beginning to be raised (Crittenden, 1984; Watson, 1984; Watson, Coppola, Wang, Moreau, Copeland, Cardwell, McDonald & Bailey, 1984; Williams, Harris, Wallace, Brown & Wang, 1984).

The literature of the last two decades expressed concern for children's needs but little attention was given to what parents needed from child care facilities. The psychological costs to

those who must leave their preschoolers without assurances of the quality of safety, health or nurturance was beginning to be acknowledged (Covin & Brush, 1991; Gutman, McGraw, & Sieder, 1994; Stipek & McCroskey, 1989; U. S. Commission on Civil Rights, 1981; Weissbourd & Kagan, 1989; Zigler & Black, 1989). Spending cuts in government programs were predicted in the mid 1980's and, as Helen Blank, director of child care and family-support services at the Children's Defense Fund, stated, "We have to decide if they're worth the investment" (Cahan, 1985, p. 85). In the 1990's Sandra Day O'Connor, the first female Supreme Court Judge, agreed with educators that "we would be very well advised to support as many early child education programs" (O'Connor, 1990, p. 6). Elizabeth Dole, former member of President Bush's cabinet, was pleased with tax credits' offering great flexibility for family choice of child care providers (Dole, 1990).

The global significance to the United States' having adequate child care to support employees was recognized by Albert Wojnilower, managing director and senior advisor of one of the most respected corporations on Wall Street. Wojnilower assured his readers that

there is no doubt that such problems as drugs, crime, juvenile delinquency and the appallingly poor SAT scores of our youth are a consequence of this very radical rearrangement of how children are cared for in working households.

Although far from a single-cause advocate, I have little doubt that the fate of our children is linked in important ways to the integration of the newly industrializing nations into the global marketplace the US once singularly dominated.

However, unless the US is willing to protect the single household income of a \$24-an-hour unionized auto-worker - by locking out cars manufactured in Korea or Mexico and thus blocking those nations' ability to raise their own living standards - the trend toward the two-income American family is irreversible (Wojnilower, 1990, p. 12).

Corporate Support Solutions

A 1983 survey of 374 companies conducted by Catalyst (a women's advocacy organization), found that "only 1 percent provided some type of subsidy for child care" (Hewlett, 1986, p. 132). Catalyst's studies also established that fewer than 550 employers nationwide had on-site child care centers, half of which were at hospitals. The other on site child care centers tended to be in large corporations specializing in high-technology products. Hewlett (1986) proposed that day-care programs at both localities "are obviously intended as a lure" for high-technology, skilled workers (Hewlett, 1986, p. 132). On site child care has been deemed so attractive that some large companies have banned together to develop programs to attract and keep capable employees. (Hewlett, 1986; National Champions, 1992)

On September 10, 1992, a group of eleven national companies

announced a "business collaboration to increase the supply and enhance the quality of a broad range of dependent care programs, including child care and elder care, in many communities where our employees live and work" (National Champions, 1992, p. 2). Forty four communities across the nation were chosen as sites for a pilot program offering a variety of programs, e.g., child care centers, after school care, summer camps, in-home care, etc. The offerings and fees in each community varied which reflected the collaborators' belief that flexibility was key.

Literature from the National Champions (1992) identified multiple methods of addressing employee concerns. By pooling money to fund projects nationwide, the National Champions recounted that they were able to provide services to a greater geographic area where there was employee overlap. Individual companies that had been faced with a residential spread that made program development costly and logistically difficult found that by joining forces, numerous forms of care could be offered to employees of all member corporations. The National Champions announced that

Collaborative projects launched in one community simultaneously included child care centers, center quality initiative, family day care support, school-age camps, after-school and vacation programs, and elder care. These efforts target and design programs to fit the needs of collaborators but also support the existing community dependent care infrastructure to the benefit of all (National Champions, 1992, p. 4).

Mize and Freeman studied three hundred and fifty respondents to a questionnaire sent to five hundred eight employees randomly selected from a pool of approximately three thousand, five hundred and eighty full-time faculty and staff of a large state-supported university to assess the need and potential support of on site child care. The researchers recognized that the setting differed from corporations in that universities have trained student interns and expert faculty as resources and many students in an age bracket likely to need child care. Differences were offset by similarities to a corporate environment due to the employment of many support staff, of secretaries and maintenance workers, and the relatively few administrators and highly trained personnel. In addition, the university was necessarily as cost conscious as modern businesses and the increasing dual-earner families reflected the trend in the American work force (Mize & Freeman, 1989). Mize and Freeman found that only age was a significant predictor of whether an employee with children would use the center and that, "it appears that regardless of gender, income, job classification, marital status, or number of children, employees with children are about equally likely to express interest in using an on-campus child care center" (Mize & Freeman, 1989, p. 300).

In their study assessing the need and potential support for

university-supported child care for employees Mize and Freeman found that nearly half of the respondents reported that their work had been disrupted within the previous year by the child care problems of other employees. While 131 (37%) responded that this to was a fairly mild inconvenience, almost 10% said others' child care problems had caused major or fairly major disruptions in work. Again, these data confirm child care as an important business issue with important implications for productivity (Mize & Freeman, 1989).

Goff, Mount and Jamison did a field study of 253 respondents which related work and family conflict and absenteeism to employer supported child care (1990). These Ohio researchers found that, there was no evidence that on-site child care reduced work/family conflict or absenteeism of employed parents. Additionally, the Ohio group found that employees who were more satisfied with the quality of their child's care, regardless of location, experienced less work/family conflict and less work/family conflict was in turn related to lower employee absenteeism (Goff, Mount & Jamison, 1990).

Conclusions

The assemblage of researchers detailed above have traced a path to the current study. Hewlett (1986 and 1990) evidenced the movement of women away from the traditional role of primary child

care giver. Carol Gilligan (1982) outlined gender differences in the manner in which males and females interact with each other and the world. The significance Gilligan drew from her research and observations was that women tend to base decisions for their actions on the maintenance of good relationships above most other considerations (Gilligan, 1982). She praised this trait and implied that it might lead to better international alliances among companies (Gilligan, 1982). Gilligan accentuated the impact that women's exodus from the home into the workplace has had on children and society.

Other commentators stressed the importance of women's asking assertively for what they needed to achieve goals and acquiring sufficient technical training to support their aims (Barad, 1992; Block, 1990; Kaufman & Richardson, 1982; Zimmerman, 1983). The eminent physician, Brazelton (1985) warned of the affects on children of a lack of support systems. Brazelton described the modern nuclear family as exposed to personal and world issues in the absence of the traditional support of strong cultural values that the structure of extended families used to provide (Brazelton, 1985). Brazelton went on to say

As each sex begins to face squarely the unforeseen anxieties of dividing the self into two important roles-one geared toward the family, the other toward the world- the pressures on men and women are enormous and largely uncharted by past generations. It is no wonder that many new parents are anxiously overwhelmed

by these issues as they take on the important new responsibility of creating and maintaining a stable world for their baby (Brazelton, 1985, p. 15).

Research from Pennsylvania State University revealed that infants who were 12 and 13 months, exposed to 20 or more hours of care per week displayed more avoidance of mother on reunion and were more likely to be insecurely attached than infants with less than 20 hours of care per week. Sons whose mothers were employed on a full time basis were more likely to be insecure in their attachments to their fathers than all other boys, and some with 20 or more hours of nonmaternal care per week were more likely to be insecurely attached to both parents and less likely to be securely attached to both parents than other boys (Belsky & Rovine, 1988).

What has been perceived as a female issue has been redefined as a concern, not only for parents of both genders, but also for coworkers and employers (Belsky & Rovine, 1988; Goff, et al., 1989). Clearly, the anxiety and absenteeism that any working parent experiences effects all workers and their employers (Brazelton, 1985; Butler, 1991; Gilligan, 1982; Goff, et al., 1989; Mount & Jamison, 1990). A wide range of prospective resolutions have been explored.

Zigler (1989) and Zigler and Black (1989) addressed the identified problem by proposing community child care centers in conjunction with local school systems (Zigler, 1989; Zigler &

Black, 1989). Weissbourd and Kagan (1989) lead the family support research that focused on prevention through resource development across the life span (Weissbourd and Kagan, 1989).

The literature recognized that child care concerns are neither a gender issue nor exclusive to any isolated socio-economic group. The consequences of this issue to children has been and continues to be investigated. What has not been fully investigated is the impact of separation from their children on working parents. To that end, this study investigated a comparison of the effects on parents of on and off worksite child care facilities.

Research Rationale

In the absence of extended families many employers, like the members of National Champions, have begun to consider creative solutions in corporate sponsored day care. The question then arises, If children are cared for at the location of the parents worksite, are parents relieved of some of the anxiety of having to leave them with strangers?, and, if parents are satisfied with their child care facility, regardless of the facility's location on or off the worksite, do those parents experience less anxiety upon discharging their children to the caretakers?

Chapter III

Methodology

Subjects

Subjects were thirty-six parents (5 males, 31 females) who agreed to complete a data sheet (See Appendix I) and standardized survey. Subjects received flyers announcing the time, date and purpose of the data collection two days beforehand and announcements were prominently posted. Those who accepted the invitation to participate were presented with the standardized checklist and datasheet as they dropped off their children at a day care center managed by a hospital in a large midwestern metropolitan area. Most participants were in their thirties ($M = 33.58$) and ranged from twenty-six to forty-one.

Participants represented all levels of health care workers as well as other fields and were not exclusively hospital employees. Twenty participants, eighteen females and two males, worked off the site of the child care facility; sixteen, three males and thirteen females, worked on site. All of the males in this study were currently married. The specific classifications of gender, marital status and child care location group are shown in Table 1.

TABLE 1 DEMOGRAPHICS OF LOCATION BY GENDER

LOCATION

<u>On Site</u> (N = 16)	
Male	
Married	3
Single	<u>0</u>
Total	3
Female	
Married	13
Single	<u>0</u>
Total	13
<u>Off Site</u> (N = 20)	
Male	
Married	2
Single	<u>0</u>
Total	2
Female	
Married	16
Single	<u>2</u>
Total	18

Procedure

Participants completed a personal data sheet and Spielberger's State-Trait Anxiety Inventory (STAI, Form Y) (Spielberger, 1983) immediately before or after presenting their children to the child care center. By design, all information was anonymous, but several participants gave their names on the standardized form. Completion of the data sheet and STAI took less than ten minutes. Several participants were reluctant to divulge their income level or reported amounts that seemed inconsistent with their reported education. These subjects were included in the current study. One subject neglected to do the second half of the standardized assessment, the measure of trait anxiety, and was therefore dropped from the analysis. The remaining data was analyzed to compare the degree to which stress manifestations had produced different levels of situational anxiety according to the center's being on or off site of the parent's work.

The purpose of this study was to analyze the relative levels of anxiety experienced by parents as they presented their children at a child care center on or off their worksite. Several subhypotheses were explored to support this notion. Participants were tested to determine if there were differences in parental anxiety 1) dependent upon the daycare's location, 2) dependent

upon the gender of the parent, and 3) dependent upon the parent's degree of satisfaction with the location of the center.

Instrumentation

The STAI was designed to measure state anxiety (the S-Anxiety scale), how respondents feel at a given moment and trait anxiety (the T-Anxiety scale), how people generally feel (Spielberger, 1983). Form Y is appropriate for junior high school to adult populations. The STAI is a pencil and paper self-administered Likert checklist of twenty questions. Each scale has no time limit but generally takes about 10 minutes to complete.

The areas the test purports to measure are anxiety in specific transitory circumstances, "State", and the general level of anxiety within the examinee, "Trait". Some of the uses of the instrument include assessing clinical anxiety in medical, surgical, psychosomatic, and psychiatric patients. Spielberger reported that the T-Anxiety scale is also used for screening high school and college students and military recruits for anxiety problems, and for evaluating the outcome of psychotherapy, and various treatment programs. In clinical and experimental research, the STAI T-Anxiety scale has proven useful for identifying persons with high levels of neurotic anxiety and for selecting subjects for psychological experiments who differ in motivation or drive level (Spielberger, 1983).



Normative data

Normative data for Form Y for working adults proved useful in the current study. Taken from 1,387 males and 451 females at the Federal Aviation Administration who were mostly white-collar workers and quite heterogeneous in age and educational level (Spielberger, 1983), the subjects used for the normative data compared well to the population sampled for the current study. Form Y normative data indicated the median Crombach alpha coefficients were .93 for the State-Anxiety scale and .90 for the Trait-Anxiety scale (Spielberger, 1983). There were low stability coefficients for the State-Anxiety scale ranging from $r = .16$ to $r = .33$ as can be expected owing to the situational nature of this portion of the instrument. Spielberger reported that test-retest correlation for the Trait-Anxiety scale ranged from $r = .65$ to $r = .75$. The overall median alpha coefficients given by Spielberger (1983) for the State-Anxiety and Trait-Anxiety scales for the normative samples for Form Y were $r = .92$ and $r = .90$ respectively.

Items on the STAI were selected from the Taylor Manifest Anxiety Scale (TMAS), the Welsh Anxiety Scale, and the IPAT Anxiety Scale (Spielberger, 1983). "Validities for trait scores were estimated by correlating the scores with the IPAT Anxiety Scale, Manifest Anxiety Scale, and the Affect Adjective Check

List. For 126 college women, coefficients were .75, .80, and .52, respectively" (Dreger's in Buros, 1978. p. 1094). For criterion-based validity, high scorers on the Trait scale were confirmed by diagnosticians via the Diagnostic and Statistical Manual of Mental Disorders, Third Edition Revised (DSMIII-R) of the American Psychiatric Association (Spielberger, 1983). For construct validity, the constructs by which previous tests were constructed were accepted for items on this test. Spielberger's test manual (1983) assures us that the temporal stability for the trait factor proved reliable.

The test-retest correlations for the T-Anxiety scale were reasonably high for the college students, ranging from .73 to .86 for six subgroups, but somewhat lower for the high school students, ranging from .65 to .75. The median reliability coefficient for the T-Anxiety scale for college and high school students were .765 and .695. respectively (Spielberger, 1983, p. 13).

Variation in the S-Anxiety factor are to be expected given the nature of the test. Internal consistency also proved quite high. Alpha coefficients for the Form Y State-Anxiety and Trait-Anxiety scales, computed by Formula KR - 20 (coefficient Alpha) have median scores of .93 and .90 respectively (Spielberger, 1983).

Scoring

Scoring was succinctly described in the test manual. Each item was given a weighted score of 1 to 4 for rating from low to

high levels of anxiety for ten S-Anxiety items and eleven T-Anxiety items. The scoring weights for the anxiety-present items are the same as the blackened numbers on the test form. The scoring weights for the anxiety-absent items are reversed, i.e., responses marked 1,2,3, or 4 are scored 4,3,2, or 1, respectively. (Speilberger, 1983) To obtain scores for the S-Anxiety and T-Anxiety scales one simply adds the weighted scores for the twenty items that make up each scale.

Data Analysis

The raw information from the data sheet regarding satisfaction with the location of the childcare center was formulated into dichotomous variables by grouping the two higher choices as high satisfaction and the two lower choices as low satisfaction. More or less anxiety was labeled dichotomously by determining if the raw score of the state scale was above or below the individual subject's gender and age norm. Chi squared analysis of parental anxiety results were compared on the basis of location and on the basis of parental satisfaction with the location of the day care center. Finally, a *t* test was run on the parental anxiety and location variables.

CHAPTER IV

RESULTS

Statistical Data

The data that resulted from this study showed a greater range in Trait factor scores than in State factor scores. See Table 2 for the scores obtained from subjects for this study.

TABLE 2. STATE TRAIT ANXIETY INVENTORY SCORES

ANXIETY STATE SCORES		
Mean		33.944
SD		6.953
Range	Min. 20	to Max. 51
ANXIETY TRAIT SCORES		
Mean		33.056
SD		8.724
Range	Min. 0	to Max. 61

Statistical Analyses were run on several variables, derived from the data sheets parents completed, to compare the STAI State factor of parents who worked on and off the site of the child care

facility. The level variable was a dichotomous score placing a participant's score, in a category above or below the norm for their particular age and gender. These were compared according to the location of the center.

The primary null hypothesis was, there is no relationship between the level of anxiety and day care location. The alternate hypothesis was, there is a relationship between the level of anxiety and day care location. All analyses were conducted with a significance level set to $\alpha = .05$. A Chi-Square analysis of the level of anxiety of parents in the two alternative locations resulted in the display in Table 3.

TABLE 3. CHI SQUARE COMPARISON OF ANXIETY BY LOCATION

		LEVEL OF ANXIETY		
Count	LESS ANXIOUS	MORE ANXIOUS	Row Total	
LOCATION				
OFF SITE	14 16.11	6 3.89	20 55.6%	OBSERVED EXPECTED
ON SITE	15 12.89	1 3.11	16 44.4%	OBSERVED EXPECTED
Column Total	29 80.6%	7 19.4%	36 100.0%	

The obtained $\chi^2 = 3.20099$, with $df = 1$, ($\alpha = .05$) had an observed significance of .07359. This finding must be viewed with caution because the calculated χ^2 violated the assumption of expected cell frequency that one should not use the χ^2 test if more than twenty percent of the cells have expected values less than five. Table 3 had two cells, or fifty percent of the cells with expected frequencies of less than five. The results were sufficient to accept the null hypothesis that there is no relationship between parental anxiety levels based on whether the child care center is on or off their worksite.

Chi-square analysis of the subjects' responses pertaining to their satisfaction with the child care center's location (derived from question number 7 on the data sheet) and the question of how much the location mattered to them, (derived from question number 8 on the data sheet), yielded the outcomes shown in Table 4. Question number 8 on the data sheet allowed for four responses to indicate the degree to which the parent's feelings were affected by the location of the day care facility and these were dichotomized for the purpose of this analysis in order

to compare this with the level of the parent's anxiety upon presenting the child in the morning.

Table 4. CHI-SQUARE ANALYSIS OF ANXIETY BY SATISFACTION WITH LOCATION

		LEVEL OF ANXIETY			
		Count			
		Row Pct			
		Col Pct	LESS	MORE	Row
		Tot Pct	ANXIETY	ANXIETY	Total
SATISFACTION WITH LOCATION	LOW		9	5	14
			10.8	3.11	
			25.0%	13.9%	38.9%
	HIGH		19	3	22
			17.11	4.88	
			52.8%	8.3%	61.1%
	Column		28	8	36
	Total		77.8%	22.2%	100.0%

These results justify accepting the null hypothesis that there is no relationship between levels of parental anxiety according to satisfaction with the location of the center. A $\chi^2 = 2.41280$, $df = 1$, was significant at the .12035 level. Here, too, the finding violated the assumption of cell frequency since two cells, fifty percent, contained less than five as an expected frequency.

Using the state of stress levels scores from the standardized instrument and the variable of the two site locations, a *t* test for independent samples was used to compare the means of the two groups. This resulted in the statistics represented in Table 5.

Table 5 *t* TEST OF STATE OF ANXIETY BY CHILD CARE LOCATION

Variable	No. of Cases	Mean	SD	SE of Mean
STATE				
OFF SITE	20	34.2500	6.958	1.556
ON SITE	16	33.5625	7.155	1.789

Since the observed significance level for the Levine test is small ($p = .002$), the equal variance *t* test was used. With an $\alpha = .05$, $df = 34$, the *t* value of .29 is within the confidence level range from -4.116 to +5.491. The null hypothesis, that there is no difference in the state of anxiety of parents due to the location of the child care facility, was therefore retained on the basis of this test. The individual differences in the reasons for parental satisfaction levels may have accounted for these results.

The data sheet provided space for participants to

comment upon the degree to which they were satisfied with the site of the child care center. Specific reasons for the anxiety levels in parents at on or off work site centers were made concrete by individual details contributed by some of the parents. No consistent demographic of age, income, education, marital status, or gender surfaced to account for why those who wrote comments did so.

Only four of the twenty-two who made individual comments enjoyed their children's off site care. One of these had no basis for comparison. Two referred to older children who needed arrangements closer to their schools, and one was happy to let her husband drop the children off so that she did not have to awaken them before her early morning shift.

Of the twelve who had children at off site facilities, only one referred to having a trusted private sitter. All of the others indicated that they preferred child care at work, citing their reasons as convenience, security, and greater comfort at the thought of being able to visit and/or respond quickly to emergencies.

CHAPTER V

DISCUSSION

The literature review traced the burgeoning necessity since World War II for child care facilities for dual income and single parent families and several approaches to remediation of the problem (Dole, 1990; Goff et al., 1990; Goldberg, et al., 1989; Hewlett, 1986; Stipek & McCroskey, 1989; Weissbourd & Kagan, 1989; Wojnilower, 1990; Zigler & Black, 1989; Zigler, 1989). Family support systems did not appear likely to resurface in the near future as a method to alleviate new families. Corporate and government structures seem to be withdrawing from earlier attempts at offering support systems to workers during their early parenting stages. Stress and anxiety are recognized deterrents to productivity, hence the rationale of this paper was to identify what factor anxiety might play in one option corporations may institute, on site child care.

The literature augmented awareness that child care is not exclusive to either one of the genders or to any economic group. Child care provisions are, in fact,

universal in that it was found that even childless employees are affected by this issue because anxiety and absenteeism of coworkers disrupts everyone (Belsky & Rovine, 1988; Covin & Brush, 1991; Goff, Mount, & Jamison, 1990; Mize & Freeman, 1989; National Champions, 1992; Weissbourd & Kagan, 1989). Additionally, Goff, Mount and Jamison's (1990) research found that "satisfaction with child care arrangements (regardless of location) were related to less work/family conflict which, in turn, were found to be related to lower levels of absenteeism" (p. 804). The conclusions from the current study indicated that levels of parental anxiety were unrelated to satisfaction with the day care location. Factors affecting parental satisfaction with child care arrangements have not been identified. Additional research into parental anxiety, work/family conflict, logistical advantages of child care facilities and other factors affecting parental satisfaction with child care seem indicated. Such investigations might produce useful information for developing plans to meet society's child care needs.

The statistical data from the current study did

not distinguish major differences in anxiety levels between groups of parents whose children were on or off the work site. The chi-square analysis comparing parental anxiety levels at on and off work site facilities, $\chi^2 = 3.20099$, was significant at the level of .07359 with one degree of freedom. The particular breakdown of the groups in this sample must be viewed with caution because more than twenty percent of the cells had expected values of less than five and, therefore, violated the assumption of expected cell frequency. On the basis of the comparison of the means of state-factor scores derived from parents who worked on the work site with those who worked off the work site, the null hypothesis that there is no difference between the groups was retained.

Limitations

Analysis of gender differences and single parent concerns in child care issues were hampered by the small male/female ratio and limited number of unmarried subjects among the parents delivering their children in the morning. There was no measurement for knowing why one or the other parent was in charge of the child on the given morning the test was administered, why they

had chosen this child care center or what the other sources of their anxiety might have been. Much more detailed information would need to be gathered to determine the many other possible variables and the source of anxiety which may have impacted scores. Other factors might include distance traveled to the center, weather conditions, transportation used, nutrition levels, marital satisfaction, arrangements used for other children or elderly members of the family and a myriad of other factors.

Analyses of data concerning income, education level and employment activities as sources of anxiety, were somewhat hampered in the current study. Demographics on education level and income information was limited by the constraints of using a data sheet to gather information. In the hospital setting, more specific professional categories to identify levels of technical training would have allowed for more detailed analysis. Additionally, the incomes subjects reported may be deceptive because this is a sensitive area for many people, especially Americans.

Future studies might be better served by requesting official records to establish household

incomes, educational backgrounds and employment activities. Anxiety levels relating to these factors could then be scrutinized.

Implications

The sample of subjects in this study were drawn from a hospital in a large midwestern city and was not representative of national population. According to this researcher's observations as well as the literature, much more remains to be researched. Stipek and McCroskey emphasized some areas surrounding the topic of child care that warrant the consideration of researchers (Stipek & McCroskey, 1989). They underscored the need for research on government and workplace policies to give greater attention to the effects on families and children as opposed to employment, earnings and productivity. Studies to assess the effects of policies on business and government concomitantly would also be helpful as they relate to the effect of quality subsidized day care on costs, savings and especially on children's physical, cognitive and social development. Research into how long it takes for most new parents to become sensitive caregivers would be useful in determining policies in

regard to parental leave and longevity studies relating day care arrangements to crime prevention statistics would be valuable. As Stipek and McCroskey stress

More policy-relevant research would help policy-makers make decisions that benefit families and children without undermining the stability of government and business. Given the current structure and needs of families, there is little danger of government policies supplanting the responsibilities and prerogatives of parents. But the absence of well considered and well informed policies that support parents in their efforts to raise healthy, productive children will do serious damage to the very institution that we count on to raise America's children (Stipek & McCroskey, 1989, p. 423).

None could argue that this might be America's most worthy goal.

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APPENDIX I.**DATA SHEET**

I AM COLLECTING DATA FOR MY MASTER'S DEGREE THESIS.

COMPLETION OF THE FORM INDICATES YOUR WILLINGNESS TO PARTICIPATE IN THIS STUDY.

- ## 2. AGE

- _____ YES _____ NO

4. GROSS HOUSEHOLD INCOME: \$24,999 OR UNDER _____

25,000 - \$34,999 _____

35,000 - 44,999 _____

45,000 - 54,999 _____

55,000 - 64,999 _____

65,000 AND OVER _____

5. EDUCATION LESS THAN HIGH SCHOOL _____

HIGH SCHOOL GRADUATE _____

TWO YEARS BEYOND H.S. _____

BACHELOR'S DEGREE _____

MASTER'S DEGREE _____

DOCTORAL DEGREE _____

6. IS YOUR CHILDCARE CENTER AT YOUR WORKPLACE?

YES _____ NO _____

7. IS YOUR LIFE **BETTER** BECAUSE YOUR CHILDCARE CENTER
(IS/IS NOT) AT YOUR WORKPLACE? YES _____ NO _____

8. HOW DOES THE CHILDCARE CENTER'S (BEING/NOT BEING) AT YOUR WORKSITE OR NOT AFFECT YOUR FEELINGS?

___ VERY MUCH ___ SOMEWHAT ___ A LITTLE
___ NOT MUCH

9. PLEASE COMMENT ON question # 8.
