

ROLE STRAIN COPING BEHAVIORS, PERCEIVED COPING EFFECTIVENESS AND ASSOCIATED VARIABLES AMONG NON-PROFESSIONAL WORKING MOTHERS. Cho, E. S.*, Ok, S. W., Dept. of Child Development & Family Studies, Seoul National Univ., Seoul 151-742, Korea.

The purpose of this study was to identify the degree of role strain coping behavior and perceived coping effectiveness among non-professional working mothers and to make out the variables which affect the degree of coping behaviors and perceived effectiveness.

The women, working in non-professional job and having children under age 18 answered the structured questionnaire. The perceived coping effectiveness was estimated dividing the perceived coping effect by the frequency of that behavior. The data were analyzed by multiple regression using SPSS/PC⁺ program.

The findings were as follows. First, the coping behaviors such as management strategy for multiple roles, strengthening family system, maintaining positive perspective were highly used coping behaviors. Housework socialization and role reduction & standard adjustment were perceived as highly effective coping behaviors. Second, the degree of coping behaviors was affected by variables such as working mothers' occupational and parental role salience (management strategy of multiple roles), the help from their husbands and their parental role salience (strengthening family system), family income (housework socialization), their occupational role salience (maintaining positive perspective). Third, the quality work overload was an important affecting variables in working mothers' perceiving of the coping effectiveness.

So this study conclude that First, although they have much similarities to the professional working mothers in coping behaviors, non-professional working mothers' behavior were different in some aspects such as 1) The perceived coping effectiveness of the management strategy of the multiple roles was not high because of their poor managing ability. 2) The perceived coping effectiveness of the housework socialization was not low because their standard of the quality of household work was not high. And the over-socialization of the housework was not realized as a result of their income constraint. 3) The work-related variables such as the quantity & quality work overload, work time flexibility did not affect the coping process significantly because of the conservative sex-role attitude of them. Second, for the more effective coping, non-professional working mothers should use housework socialization, role reduction & standard adjustment coping behaviors more actively. Third, the attitude of occupational and parental role was one of the most important affecting factors in role strain coping. Fourth, non-professional working mothers used the coping behaviors unconsciously at times. And such unconsciously used coping behaviors was not perceived effective in reducing the role strain.