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Marital Satisfaction and the Calgary Police Service

by

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ABSTRACT

The purpose of the study was to determine the level of marital satisfaction amongst police officers in the Calgary Police Service.

Three questions examined the current level of marital satisfaction within the Calgary Police Service; gender differences and the level of marital satisfaction of police officers in the Calgary Police Service; and relationships between demographic variables and the level of marital satisfaction of police officers in the Calgary Police Service.

One-hundred and four police officers completed two measures: the Index of Marital Satisfaction and a Demographic Data Sheet. A t-test was used to compare gender responses to items on the Index of Marital Satisfaction and Demographic Data Sheet. Correlational procedures were also used on items found in the Index of Marital Satisfaction.

Results indicated male and female police officers have a high level of marital satisfaction. No differences were found between gender and level of marital satisfaction. Significant relationships were found between gender and demographic variables including: age, education, number of years married, police members in the family and number of years employed. Strengths and limitations of the study were considered and recommendations for future research were discussed.

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DEDICATION

I lovingly dedicate this thesis to my mom and dad, Paula and Roland Larsen. You have been a constant source of love, support and strength in my life. Without your guidance and direction I would not have achieved the numerous successes that have blessed my life.

I also dedicate this to my life's happiness, my family. My husband, Darren, who has always encouraged me to be the very best I can be. Through the years you have always believed in me. Your love and respect has provided me much comfort and happiness.

To the two little angels God has granted me, Brynn and Kade. You have fulfilled my life in a way I never expected. I have never experienced such happiness and I love you both so very much.

WHAT IS LOVE?

Love is giving someone
A portion of your heart,
Love is thinking of them
When you're close or far apart...

Love is caring when they're glad
And caring when they're blue,
Love is sharing good and bad
As though it's part of you...

Love is finding happiness
In just a touch or smile,
Love is everything that counts
It's what makes life worthwhile!

Margaret Fishback Powers

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CHAPTER ONE

INTRODUCTION

Marriage is a time of anticipated happiness and change for most individuals. The majority of individuals choosing to marry do so with the expectation that they will remain married and committed to their chosen partner for a lifetime. It is disconcerting therefore, that there is such a large proportion of marriages ending in divorce.

According to Benokraitis (1996), the divorce rate in the United States has gradually risen to the current rate of fifty-percent of all marriages during the twentieth century. In Canada, it has been stated that...as many as one-third (of all married persons) will experience at least one divorce" (Veevers, 1991, p.371). This suggests that approximately one-third to one-half of the individuals in North America who marry today will become dissatisfied with marriage and eventually divorce. It is also interesting to note, however, that many couples choosing to marry today will experience enough marital satisfaction to allow their marriages to survive.

There is an abundance of research that examines the effects of specific variables upon marital satisfaction. Much of this literature over the past three decades is wrought with

discrepancies and controversy regarding which variables are important in understanding the causes and consequences of marital satisfaction. However, according to Baker and Dryden (1993), marital satisfaction in a relationship depends on whether partners meet expectations regarding shared values and lifestyle ideas, companionship, respect, adequate income, satisfying sexual relationship and being a good parent. In addition, marital satisfaction is also influenced by friendships, in-laws, children and occupation.

A large portion of the studies comment on the negative impact on individuals when there is dissatisfaction in a marriage. Some of the findings include diminished physical and mental well-being (Fowers, 1991; Lye & Biblarz, 1993; & Zuo, 1992), poor job performance and productivity (Durner et al., 1975; Elliott et al., 1986; & Stratton et al., 1982), increased depression and suicide rates (Neiderhoffer & Neiderhoffer, 1978; & Reiser, 1976), alcohol and drug abuse problems (Reiser, 1976; & Stratton, 1975) and escalating family violence (Stratton, 1975). These studies only concentrated on marital dissatisfaction and how it causes individuals to experience these negative impacts. Some of these impacts may also be the cause of marital dissatisfaction. According to Lye and Biblarz (1993), marital satisfaction is important to examine as it positively relates

to a number of aspects of physical, mental, and social well-being.

These findings are also relevant to and impact individuals who choose the field of police work. This is particularly important as police officers have a duty to serve and protect the public, which requires the police officer's full attention and concentration.

The belief that an individual's physical, mental and social well-being is positively related to marital satisfaction has been taken one step further by other authors. Durner, Kroeker, Miller and Reynolds (1975) stated that there was an urgent need to identify and overcome police officer marital dissatisfaction since the plight of police officers' marriages affect not only the officer and his family but also society as a whole. These authors also state that society is affected through poor work attitude, lack of confidence, incompetent decisions, insecurity and poor attention to work needs, when a police officer spends a disproportionate amount of emotional energy in unrewarding social exchanges at work.

When similar unrewarding exchanges occur with a spouse, the police officer becomes a "social liability" (Durner, Kroeker, Miller and Reynolds, 1975). Marital frustration, therefore, may manifest itself in the form of self-doubt about work abilities. Further, self-doubt can have very serious

implications for the safety of the police officer because "... (a) police officer is expected to be in control, no matter what the situation" (Southworth, 1990, p. 21). There was no mention of the possible need to change the occupational factors that are contributing to police officer's feelings about unrewarding work and how they are impacting marital satisfaction.

The lack of available and up-to-date information about police work as it relates to marital satisfaction is an important issue for individuals involved in police marriages. There is an urgent need to understand the unique factors that comprise and affect police work and explore interventions that may assist in ensuring that necessary support is available to help police marriages survive. This is particularly crucial since "...research findings in the United States have indicated that police on the whole have one of the highest divorce rates in the country" (Cooper & Marshall, 1980). No literature was located that specifically discussed divorce rates for Canadian police officers.

Some occupational supports for marriages have been suggested in the literature. For instance, Stratton (1975) stated that it would be worthwhile for police agencies to provide orientation workshops for wives of police recruits, facilitated by current police wives. Such workshops would

address potential pressures or pitfalls that may occur for both the wife and the officer. Durner et al. (1975) also suggested that a police applicant's wife should be interviewed during the background investigation in order to determine the couple's relationship compatibility with a career in police work. It was their belief that interviewing a police applicant's wife would aid in determining the couple's relationship compatibility with a career in law enforcement as well as determine the wife's willingness "to endure the burdens of the police profession" (Durner, Kroeker, Miller & Reynolds, 1975, p.51). Much of this literature, although not recent, is tainted by gender bias, inferring the need for police wives to adapt to their spouse's occupational role and its effects on their marriages.

Reiser (1976) and Durner et al. (1975) also noted that relatively little police administrative attention had been given to the effects of marital stress and the police officer's functioning. Durner et al. (1975) stated that police programs directed towards resolving marital dissatisfaction and its causes and effects will significantly contribute to maintaining a balance between individuals and families, as well as, society and the police organization. However, it is not clear as to whether any of these ideas had been implemented by police departments and, if so, to what extent.

With increased knowledge in the area of police work and marital satisfaction, development and availability of required resources can be accessed by those individuals who work in this field. Society needs to feel confident and comfortable in the knowledge that police officers have access to professional and personal services and are therefore, capable of fulfilling their occupational duties. Police officers within the Calgary Police Service have access to a variety of professional and personal services.

Marital supports that exist within the Calgary Police Service are primarily located within the Employee Assistance Program (EAP) in the Psychological Services Branch. The EAP consists of a multidisciplinary, integrated team of civilian and uniformed personnel to assist police officers and their families within the Calgary Police Service. Individuals who comprise the EAP team are knowledgeable about police work, the policing environment and the impact these have on families.

The EAP has three clinical therapists qualified to assist couples in many areas, including counselling in marital conflict and resolution. In addition, the EAP has a chaplain, who is also a constable within the Calgary Police Service, who provides spiritual services to the police officers. One of the services that the chaplain offers is seminars for marriage enrichment. A third individual who offers support within the

EAP is the Peer Support Program Coordinator. The Coordinator, a current police officer in the Calgary Police Service, trains other police officers to assist co-workers with issues that are providing professional or personal difficulty. Finally, the EAP has a Certified Addictions Counsellor, also a police officer in the Calgary Police Service, who provides a variety of services to families and Calgary Police Service employees with substance abuse and addiction problems. All of the services provided within the EAP are accessible, free and confidential.

Implications for Social Work

Research in the area of police work and marital satisfaction within the Calgary Police Service may lead to a more comprehensive understanding of the current level of police officer's marital satisfaction. It may also uncover significant differences that might exist between male and female police officers concerning their marriages. There was no study located that discussed the relationship between female police officers and marriage. In fact, a policewoman's role in her family, primarily in relation to her children, was only discussed to demonstrate that her daily shift was not over until the entire day's work was complete. This study failed to mention the role of wife, however, and included only

her occupational role as well as that of being a homemaker and mother (A BNA Special Report, 1989). Despite this obvious gender bias, this suggests that potential gender differences within the police field may be important to acknowledge as a factor impacting marital satisfaction, both to social work professionals and to police officers.

Possibly, specific types of interventions such as support service programs, training or counselling may be more beneficial to certain married police couples and in particular, may be dependent upon the gender of the police officer. In addition, the emerging "social work" practice paradigm is to support and strengthen individuals in a way that is empowering, permitting adaptations to life changes and life crisis (Rappaport, 1981). With this in mind, the social work profession, as potential clinicians to police couples, has both a responsibility and a need to be proactive in staying abreast of the knowledge related to police marriages. Such information should assist the social worker to effectively work with these individuals to maintain and enhance marital satisfaction while attempting to prevent or alleviate potentially painful and disruptive consequences of marital dissatisfaction upon the job.

A review of the literature revealed that little recent information has been compiled with regards to police officers'

levels of marital satisfaction. In addition, there is no known information regarding the level of marital satisfaction specifically available to Calgary Police Service members. Thus, there are unanswered questions about the level of marital satisfaction specific to Calgary Police Service officers or indeed, law enforcement in general. It is this researcher's belief that general information obtained about the level of Calgary Police Service members marital satisfaction could later assist in answering more detailed questions about the relationship between work and marriage for police officers.

The purpose of this study was to examine the current level of marital satisfaction within the Calgary Police Service. It also looked at whether there are gender differences within the police service that impact marital satisfaction. Most of the research concentrated on the occupational status of one of the spouses and not specific factors relating to occupational stresses.

Chapter Two reviews existing literature on occupational stress, marital satisfaction, police work and marital satisfaction. It also focuses on gender and marital satisfaction. In addition, Chapter Two includes a brief history and description of the Calgary Police Service and a discussion on the theoretical framework important in

understanding police work and marital satisfaction. Chapter Three describes the methodology utilized in this study. Chapter Four presents an analysis of the data obtained from a demographic and marital satisfaction questionnaire, distributed to married police officers in the Calgary Police Service. The Fourth chapter also analyzes the impact that gender has on marital satisfaction within the Calgary Police Service. The final chapter discusses relevant findings of the study and the implications for future research and social work practice.

CHAPTER TWO

LITERATURE REVIEW

In this chapter, concepts, occupational stress, marital satisfaction, gender and police work as an occupation are presented and discussed. In addition, the Calgary Police Service is described. Systemic theory and social exchange theory is also discussed as it relates to police work and marital satisfaction.

Concepts

The literature has demonstrated a lack of clarity and specificity in the conceptualization and definition of marital satisfaction. Terms such as marital adjustment, marital happiness, marital satisfaction, marital quality and marital interaction have been used interchangeably (Baker & Dryden, 1994; Benokraitis, 1996; Ishwaran, 1992; & Larson, Goltz & Hobart, 1993). In fact, research has shown that measures of marital satisfaction, marital happiness, marital quality and marital adjustment are so highly correlated with one another, they are all measuring the same dimension or construct (Ishwaran, 1992). Larson, Goltz and Hobart (1994) provided a definition of marital satisfaction utilized in this thesis. "(Marital satisfaction) is defined as the (individual's)

subjective evaluation of their interaction or relationship on a continuum from low to high" (p. 277).

Marriage is a constantly evolving union between two or more individuals who respond to each other in a meaningful context (Ramu, 1979). The definition of marriage best suited for this thesis is that of Stephens' (1963):

Marriage is a socially legitimate sexual union,
..undertaken with some idea of permanence;
it is assumed with a more or less explicit marriage
contract, which spells out reciprocal rights and
obligations between spouses...(p.5).

Thus, marriage is seen as the socially legal contract entered into by two individuals, one being a female person and one being a male person.

Occupational Stress

An individual's occupation consumes a significant part of daily life, both in the personal meaning of the work and the time spent fulfilling work requirements. Work also incorporates the potential for a variety of personal and professional challenges, successes, risks and dilemmas. With each challenge, success, risk or dilemma in work, however, the possibility of a multitude of stressors for the individual is realized.

Research indicates that work-related stress is an integral part of everyday life (Benner, 1984; Hurrell Jr.,

Murphy, Sauter & Cooper, 1988; Krinsky, Kieffer, Carone & Yolles, 1984; Makower, 1981; McLean, 1979; & Stellman & Daum, 1973). The literature has shown many factors that have been identified as contributing to work stress. Some factors include work relationships, organizational structure (office politics, ineffective consultation, lack of decision making), organizational roles, and career development procedures, such as promotions (Hurrell, Jr., 1988). In addition, factors including characteristics intrinsic to the job (work overload, time pressure, responsibility for lives, poor working conditions etc.), personal individual characteristics and the family home (careers, life crisis, family problems) have been identified as contributing to work stress (Hurrell Jr., Murphy, Sauter & Cooper, 1988). All these factors impact work stress in both positive and negative ways. The literature however, has concentrated more heavily on the negative effects of stress on the worker's life.

Negative effects of work stress on individuals may be manifested by problems in physiological, psychological or social well-being (Benner, 1984; Davis, 1979 & Cooper & Marshall, 1980; Hurrell Jr., Murphy, Sauter & Cooper, 1988; Levi, 1981; McLean, 1979; & Quick, Bhagat, Dalton & Quick, 1987). Research has additionally shown that there is a gender

difference related to negative stress. In fact, negative stress for working women, is enhanced by the fact that many women still experience the "dual-day syndrome" of work and being the primary caretaker of the home (A BNA Special Report, 1989). These negative effects have also been cited in studies that researched a wide variety of occupations and their contexts (Benner, 1984; Cralley, Atkins, Cralley & Clayton, 1975; Cooper & Marshall, 1980; Kinnersly, 1973; Levi, 1981; & Stellman & Daum, 1973). Findings have generally supported the idea that negative sources of stress in certain occupations, including police work, increase the likelihood of job dissatisfaction, heart disease, work-related accidents, mental health problems, alcohol abuse and finally, family, social and marital problems (Hurrell Jr., Murphy, Kinnersly, 1973; Makower, 1981; McLean, 1979; Sauter & Cooper, 1988; & Stellman & Daum, 1973). Negative sources of stress can also lead to burnout in your job.

According to Maslach (1982), job characteristics can either promote or reduce emotional stress. Thus, they are an important factor in the burnout syndrome. Maslach stated that in some occupations, such as police work, the entire job is defined as "dirty work" (p.37). She also suggested that society expects such work to be done; however, some stigma is

often placed on those who do the job. Stigma may include a public perception of police officers as "control freaks," who are non-caring, insensitive, demanding and authoritative in their work. In addition, society frequently fails to give support or recognition to those who are doing the "dirty work." This creates stress for the individual doing the job and enhances the possibility of burnout. Burnout can occur for the individual in the work environment and the home environment.

Detachment is commonly used to cope with the lack of control individuals doing the "dirty work" experience. Psychological withdrawal may become evident when individuals avoid certain tasks or "hide behind the rules" (Maslach, 1982, p. 39). Telltale signs of burnout are emotional exhaustion, negative feelings about the public and a reduced sense of personal accomplishment. For instance, a police officer may develop a quick, impersonal and authoritative way of dealing with people in traffic accidents due to facing the same task day after day. As well, the police officer may have to attend a similar situation when he has completed this call. Thus, quality of service may deteriorate as the police officer becomes overwhelmed or bored by dealing with similar situations and having people continually needing or taking

something. Burnout on the job may also affect the police officer's marital relationship.

Occupational stress in police work has been researched primarily in the United States over the past two decades. Studies suggest that police work is an extremely stressful occupation (Neiderhoffer & Neiderhoffer, 1978). In fact, an International Law Enforcement Stress Association (ILESA) panel was formed in the late 1970s in the United States and began publishing a quarterly magazine entitled 'Police Stress' (Cooper & Marshall, 1980). In the first issue of the magazine it was noted that "Unlike most professions, (police work) ranks as one of the most hazardous (jobs)..." (Cooper & Marshall, 1980, p. 132). Hazards are demonstrated through impaired physiological, psychological and social functioning of the police officer.

Further investigation has also revealed that police work has specific occupational stressors that create difficulties in the police officers' personal lives. Some identified stressors include factors such as the inability to plan social events due to shift work or overtime, decreased non-police friendships, and increased job pressure at home (Cooper & Marshall, 1980; Kinnersley, 1973; Neiderhoffer & Neiderhoffer, 1978; Paulson, 1974; Rafky, 1974; & Stratton, 1976). In

addition, stressors including the effects of negative public image on the family and family and spousal concern over the physical safety of the worker have been identified as creating difficulty in the lives of police officers (Cooper & Marshall, 1980, Neiderhoffer & Neiderhoffer, 1978; & Rafky, 1974). According to Cooper and Marshall (1980) these are stressors that do not exist in non-police marriages.

Marital Satisfaction

The majority of individuals still believe strongly in marriage and view it as an anchor during times of turbulence (Baker, 1990). For most individuals, marriage is a highly personal choice tempered by social class, ethnicity, cultural constraints, religion, education, age and other personal and social determinants (Ramu, 1993; Wells, 1988). Therefore, marriage is a multi-faceted and multi-dimensional social institution specific to each individual. In turn, marital satisfaction is the goal towards which most individuals strive when considering and entering into marriage. The level of satisfaction derived from marriage however, is impacted by numerous variables. Literature published on marital satisfaction over the past three decades, is full of discrepancies and controversy regarding which variables are

important in understanding the causes and consequences of marital satisfaction.

Research over the past three decades has repeatedly shown that marital satisfaction is positively related to general life happiness and individual well-being (Bowman, 1990; Fowers, 1991; Glenn, 1975; Lye & Biblarz, 1993; Orden & Bradburn, 1969; Pearlin & Johnson, 1977; & Williams, 1988). The literature clearly views marriage as an integral part of life and affects or is affected by almost every aspect of existence (Baker, 1990; Baker & Dryden, 1993; Ishwaran, 1992; Larson, Goltz & Hobart, 1994; Nett, 1988; & Veevers, 1991).

For example, marriage affects the individual's personal space, attitudes and beliefs, gender, social and recreational activities, time, education, friendship network, religion, marital role, economics, children, family and a multitude of other personal factors. In addition, an individual's occupation can also be impacted by or impact a marriage. Studies suggest that whether the marriage or the career is satisfying or unsatisfying can determine how well the individual functions in society as a whole. According to Baker (1984), many marriages have ended in divorce because of problems with one partner's occupation. Feelings of dissatisfaction experienced with work can be generalized to

the marriage, sometimes convincing the individual that the problem lies within the marriage and that dissolving the marriage will return things to normal.

The relationship between occupation, specifically police work, and marital satisfaction and gender and marital satisfaction are the focus of this study.

Police Work and Marital Satisfaction

Police work is not only an occupation, it is also a way of life. An individual police officer's life becomes one of shared priorities between his family and the social world in which he functions on an official basis. Many problems associated with police work can affect family and marital life.

According to Stratton (1975) and Elliott, Bingham, Nielsen and Warner (1986), police work has special requirements and expectations that each police officer must assume when performing the occupational role. Included in these expectations are control of individual emotions, split second decision-making, risks to individual physical safety, carrying a handgun, and unusual working hours. In addition, constant exposure to suffering, always being on call for emergencies and extensive overtime hours with court

appearances and extra duty are all examples of the uniqueness of police work.

Many of these negative aspects of police work, when brought home, can be destructive to family and marital well-being (Southworth, 1990). In addition, those professional dispositions or behavioral traits viewed positively by the police department to make a good police officer (ie. taking control, carrying out duties with authority, remaining emotionally uninvolved and questioning everything) may create difficulties in the police officer's interaction with a spouse and family. In fact, Southworth stated that "(t)o the extent that these...dispositions are developed and supported through police training programs...we seem to have institutionalized marital...turmoil in our profession." (Southworth, 1990, p. 20).

A considerable amount of the previous research on police officers and marriage has emphasized occupational stressors and the detrimental impact they place upon police officers' marital relationships (Durner, Kroeker, Miller & Reynolds, 1975; Elliott, Bingham, Nielsen & Warner, 1986; Hageman, 1978; Neiderhoffer & Neiderhoffer, 1978; Ready, 1979; Stratton, Tracy-Stratton & Alldredge, 1982; & Southworth, 1990). Specifically, Southworth (1990) and Neiderhoffer and

Neiderhoffer (1978) noted that police officers are aware of the strain that police work places upon marriages. Thus, marital discord is often precipitated by a family member being a police officer. This suggests that the very nature of police work is primarily responsible for marital dissatisfaction that may be experienced by the police officer and a spouse.

This contention is not held by all researchers. In fact, Durner et al. (1975) stated that police work is a way of life which can affect or be affected by an unsatisfactory marriage. This was supported by Elliott et al. (1986) who noted that marriage could be seen as either a stress reducer or a stress inducer depending on the quality of the marriage. Thus, according to previous research, marital satisfaction and police work can be negatively or positively correlated and may have far reaching effects both at home and at the work place.

Some of the stressors related to police work and marital discord that appear frequently in the literature include shift work, physical danger, fear of the loss of control, equipment, and work overload or underload. In addition, overwork and flex-time (particularly the time involved with court), presence of children and the inability to express individual emotions have also been cited as stressors related to police work and marital dissatisfaction (Cooper & Marshall, 1980;

Durner, Kroeker, Miller & Reynolds, 1975; Hageman, 1978; Hurrell, Jr., Murphy, Sauter & Cooper, 1988; Stratton, 1975; Southworth, 1990; & White & Keith, 1990).

It has been argued that shift work results in occupational isolation (Skolnick, Reiss and Savitz, 1970), fewer non-police friends (Cooper & Marshall, 1980; & Hageman, 1978), less sleep (Hageman 1978; Kinnersly, 1973), poor mental and physical health (Grencik & Snibble, 1973), and disrupted family relations (Cooper & Marshall, 1980; Durner, Kroeker, Miller & Reynolds, 1975; Kinnersly, 1973; Stratton, 1975; & Southworth 1990). All of these stressors are considered factors that contribute to a decrease in marital satisfaction in police marriages (Cooper & Marshall, 1980; & Kinnersly, 1973).

Hageman (1978) stated that anticipation of danger and the subsequent need to be constantly alert is a constant source of stress for police officers. The vigilant coping by the police officer, with the anticipation of danger may culminate in marital unhappiness (Reiser, 1974). According to Southworth (1990), a police officer is supposed to be in control regardless of the situation. He stated that when the officer takes this need for control home he becomes dominating and inappropriate in his role as spouse. This often leads to

alienation in the marital relationship. Finally, the need for police officers to become "nonemotional robots" can lead to difficulty between the police officer and spouse. Both Southworth (1990) and Stratton (1975) state that police officers are trained to control their emotions, and over time, begin to "build a wall" so emotions will no longer affect him in his work.

It has been suggested that the "tough guy" or "John Wayne" image (Horne, 1983; Reiser, 1976), associated with police officers, often results in marital problems. As noted above, all of the literature relating to police work and marital relationships has focused on negative aspects of the job and its impact on marriage. No literature reported the positive components, if any, that police work might have on a marital relationship. Some researchers made suggestions however, about how to cope with the stressors of a police marriage.

Elliott, Bingham, Nielsen and Warner (1986) indicated that developing effective coping skills by the police officer may be a more viable approach to achieving marital satisfaction than simply attempting to decrease the number of stressful events from their lives. Unfortunately, these authors did not elaborate on what the specific coping

mechanisms should be for the police officer.

Other authors have suggested that open communication will give both the police officer and spouse a better knowledge base and understanding of the problems they need to confront. This knowledge and understanding would allow them to work on mutual concerns together (Neiderhoffer & Neiderhoffer, 1978; & Stratton, 1975). Additional coping strategies, increasing the likelihood of a satisfied marriage for police officers, have been suggested by others. Some other strategies include spending time alone together as a couple (Stratton, 1975), as a police officer allowing yourself to become vulnerable with your family (Southworth, 1990), and making adjustments for the optimal level of intimacy (Elliott, Bingham, Nielsen & Warner, 1986). In addition, strategies such as orientation workshops for the spouses of newly recruited officers (Stratton, 1975), and finding a way to trust loved ones have been suggested as ways to potentially increase marital satisfaction (Southworth, 1990).

It is interesting to note how the impact of gender has been overlooked. The studies reviewed focused on marriages within which the male was the police officer and the female was the police officer's wife.

Male and Female Police Officers and Marital Satisfaction

Police work has traditionally been viewed and accepted as a male dominated occupation. In fact, it was not until 1910 that the Canadian police service hired the first woman to become a certified police officer (Martin, 1980; Walker, 1993). Becoming a police officer for a female at this time, however, did not have the same expectations as those needed by male officers. Until the early 1970s, female police officers were hired by police departments to work with women and children and to do the secretarial tasks and were not engaged in active patrol duties (Jacobs, 1983; & Walker, 1993). According to Horne (1980), these early policewomen considered themselves as social service workers and brought a philosophy of social work and reform into police work. It was not until 1972, with the implementation of Human Rights legislation and pressure from the federal government, that there was an expansion in the recruitment of female police officers based on non-discriminatory hiring practices (Jacobs, 1983; Walker, 1993).

Male police officers were traditionally recruited by police departments based on certain "male" characteristics. These included above average height and strength, authoritarian mannerism, "tough guy" image and strict

discipline (Horne, 1980; Jacobs, 1983; Martin, 1980). Since the inception of police work, these male police officers engaged in active "patrol" duties similar to their occupational role at present.

Literature about possible differences between male and female police officers and their level of marital satisfaction was not available. In fact, only two articles were located on female police officers and marriage. Both concentrated on studies implemented to determine the percentage of policewomen, in specific police departments, who were married, single or divorced (Nelson & Sterling, 1969; Perlstein, 1971). In both studies the researchers were startled to recognize the disparity between male and female officers in terms of divorce rates.

According to the studies (Perlstein, 1971; & Watson & Sterling, 1969) policewomen experienced as much as eight times the divorce rate compared with their male counterparts. The divorces however, occurred prior to the policewomen entering the field of police work (Perlstein, 1971). This led Neiderhoffer and Neiderhoffer (1978) to suggest that it would be fallious to assume that policewomen's divorces were work related. Their position may or may not be accurate however, because there is an obvious gap in the literature with regards

to studies that concentrate on more recent information on policewomen and marriage. This lack of research is also true for policemen.

THEORETICAL PERSPECTIVES

Most of the literature located on marriage and marital satisfaction concentrated on two primary theoretical perspectives. These two perspectives were ecological systems theory and social exchange theory.

General Ecological Systems Theory

Systems theory was first developed in the 1950s, viewing the family as a system of interactions and relationships (Baker, 1990). The family life cycle or family system begins when a man and a woman marry (Ramu, 1993). The family is observed as the whole being more than its component parts (Baker & Dryden, 1993). The family however, is also a part of their total life situation including all that is contained within both their family system and their environmental system. Thus, the family is expected to meet requirements of both the larger society as well as it's own internal needs.

Ecological systems theorists state that family systems are "...a relatively closed, boundary-maintaining unit..."

(Ramu, 1993, p.21). Ambiguous boundaries within the family system can therefore, create confusion and lead to a variety of interpersonal problems. In addition, systems theory considers family problems as the result of maladaptive interpersonal concerns in the family system and not the result of individual pathology. Anything that happens to one member of the system, at any point in time, will affect and cause change in all other members of the system (Baker & Dryden, 1993; & Compton & Galloway, 1989). For instance, if a police officer deals with a work-related death resulting from a car accident, he or she may go home and be overly demanding with his or her spouse to use more caution when driving. Thus, the police officer's change in behaviour toward the spouse may have resulted in the spouse changing his or her behaviour when driving a vehicle.

Marital satisfaction, when looked at under ecological systems theory, is not attributed to one individual in the marriage. Rather it is sustained by a continuous interaction process between the marital couple. Thus, if a police officer comes home and withdraws from his family, due to the stresses of work, the wife and the husband must decide how they should communicate about what each is feeling and experiencing. One possible choice of interaction may involve immediate

communication, through discussion, to alleviate some of the work stress while at home and thus, potentially enhance marital satisfaction. The couple may also choose, whether consciously or unconsciously, to tolerate the isolation and let the police officer work out his own concerns while the wife maintains a distance. Their choice in the pattern of feedback will either maintain balance and equilibrium or cause disruption for the marital system.

The pattern of feedback is supported by Hudson's (1992) comments relating to the Index of Marital Satisfaction. The Index of Marital Satisfaction will only measure one partner's magnitude of marital satisfaction. The police couple may communicate over occupational concerns affecting their marriage, however, the degree to which each individual feels the communication is helpful may differ. Thus, one partner may score very high on the Index of Marital Satisfaction while the other partner will have a much lower score.

Ecological systems theory also considers the importance of the social, instrumental and relational skills that individuals must utilize to cope with environmental demands (Compton & Galloway, 1989). The couple cannot operate as an isolated entity rather, needs to function as a part of a complex ecological system. Thus, a married couple needs to

develop and implement a coping style that lends support to maintaining marital satisfaction. In a police marriage, the couple, as a team, needs to find a method of communication that will assist them in dealing with work pressures such as shiftwork, overtime, physical safety, fear of the loss of control and the inability to express individual emotions. This communication will allow the couple to focus on the impact of external systemic forces to their marriage, as well as possibly increase support for each other. Thus, the nurturance and stimulation obtained from the communication may allow the marriage to grow and survive. Ecological systems theory does not recognize tension as a characteristic of adaptive systems that may manifest itself in positive or negative ways. Tension can be viewed as an important element of all systems, neither destructive or constructive, simply because they are alive and open to transactions across their boundaries (Compton & Galloway, 1989). Some tension in a police marriage or any marriage therefore, is inevitable.

Ecological systems theory also discusses the importance of change and stability. Systems are in a constant state of change however, they also have a need to maintain some stability. A marriage therefore, is always changing due to external and internal factors. The marriage however, develops

a rigid or flexible pattern of interaction in an attempt to maintain some stability. Thus, if a police spouse has been isolating himself or herself from a spouse because of work stresses, and the spouse has been supporting this behaviour, a rigid pattern of interaction has been developed. The pattern can be changed however, if the non-police spouse encourages the police officer to discuss his work-related issues. This, in turn, will change the way that the marital system operates.

Social Exchange Theory

Many researchers have tried to understand family and marriage life through social exchange theory (Baker, 1990; Benokraitis, 1996; & Ishwaran, 1992). Social exchange theory is based on the view of social behaviour as exchange (Blau, 1964). The social exchange theory as it relates to marriage, examines the process of bargaining and negotiation involved in marital relationships. Social exchange theory states that individuals enter into marriage because they believe it will be a rewarding union where each partner will give expressively and instrumentally (Ishwaran, 1992). Social exchange theory also suggests that marital interaction can be viewed in terms of costs and rewards. For example, a police officer and his or her spouse may experience marital satisfaction because they

have learned how to communicate with each other about occupational stresses. In addition, this couple may have also discussed how to cope with factors such as shift work, overtime and physical safety to ensure their relationship remains strong. Thus, the relationship itself is deemed as rewarding to the couple. Strategies have been implemented to decrease or eliminate the possible occupational costs that may impact the marriage.

From a social exchange perspective, in a marriage, both individuals are seen as attempting to maximize rewards, and to minimize costs, both material and non-material. Social exchange theorists suggest that marital partners have an infinite number of choices to obtain rewards (Chadwick-Jones, 1976; & Nye, 1978). It is their contention that individuals choose the best available consequence based on their perception of the costs and benefits involved. This is closely associated with Hudson's (1992) beliefs about the Index of Marital Satisfaction.

Hudson (1992) states that the Index of Marital Satisfaction must not be treated as a marital adjustment measure. Hudson believes that a couple may have a good marital adjustment, in the sense that they have agreed on a satisfactory arrangement for living and working together.

However, the couple may display a high degree of marital dissatisfaction. This suggests that the benefits of staying together, whether material or emotional, outweigh the costs of living apart. According to Blau (1964) reciprocity is also an important element of social exchange theory.

The "norm of reciprocity" dictates that reciprocal behaviour is necessary in marital interaction (Ishwaran, 1992). Reciprocal behaviour however, may often be unequal between the partners involved in the marriage. Thus, one partner may gain more from the exchange than the other causing asymmetry of the marital relationship. According to Chadwick-Jones (1976), asymmetry within a marital relationship may result in exploitation by the more powerful partner. This may subsequently lead to negative exchanges, derived from an imbalance in the social exchange, involving conflict, retaliation and opposition. For instance, in a police marriage, the police officer may expect his or her spouse to accept that he or she will work unexpected overtime. On the other hand, the police officer may become angry or upset if the spouse chooses to work overtime at his or her job. Thus, the police officer may feel that his or her occupational position is more important than that of his or her spouse. This may lead to an imbalance in the marital relationship.

"...(A)vailability and control of resources are the most important determinants of power in marriage" (Baker, 1990, p. 217). According to Baker (1990) when one partner in a marriage contributes more time and emotional energy to the relationship than the respective spouse, he or she may become resentful and dissatisfied that the expectations are not being met within their marriage. This partner, in turn, will likely begin to look elsewhere for personal gratification. An inequitable relationship makes each partner feel uneasy, even the more powerful one, as the over-benefited partner feels guilty and fearful of losing their position within the relationship (Walster, Walster & Berscheid, 1978). According to social exchange theory however, each partner may choose to stay in an unequal relationship in order to escape being alone.

In order for marital satisfaction to be maintained within a police marriage, both partners must be able to give and take. Some ways in which a police officer must be willing to give is through open communication with their spouse and flexibility with their time. A police officer's spouse needs to give in the relationship by demonstrating an understanding towards the officer's occupational expectations, including shift schedule and overtime requirements. This is required for all married police officers in every police service agency,

including the Calgary Police Service.

Calgary Police Service

Calgary's police force was created on February 7, 1885 (Gilkes & Symons, 1975; Peach, 1987; & Robertson, 1985). According to Gilkes & Symons (1975) the police force was implemented out of a desire for autonomy, coupled with the lucrative source of financial revenue that could result from potential breaches of the law. The town council met on February 7, 1885 and enacted by-law number 11 and by-law number 15 which dealt with creating the office and position of chief constable (Gilkes & Symons, 1975; Peach 1987; & Robertson, 1985). At this same time Jack S. Ingram was assigned the position of chief constable and thus, became Calgary's first policeman (Gilkes & Symons, 1975; Peach, 1987; & Robertson, 1985). The chief constable was assigned two constables under his command at this time (Gilkes & Symons, 1975). The duties of the constables were that of licence inspection, dog and cat catcher, building inspector and inspector of fruit and vegetables (Gilkes & Symons, 1975).

January 1997 has seen Calgary introduce it's eighteenth chief constable and first female chief constable since the inception of the police force (City of Calgary Police Service,

Career Development Department). The Calgary Police Service hired a policewoman for the first time in December 1945. She was a former member of the armed services. However, it was not until 1949 that women were hired by the Calgary Police Service and given work on a permanent basis (Gilkes & Symons, 1975).

The structure of the Calgary Police Service is based on a variety of positions with different levels of authority for the police officers. Currently the Calgary Police Service is a hierarchical structure, based on a chain of command structured by lowest to highest level of command within the police service. This hierarchical structure consists of the following, lowest rank to highest rank: constables, sergeants and detectives, staff sergeants, inspectors, superintendents, deputy chiefs and chief constable. As of January 1997, these different levels of command were occupied by 1154 police officers. Of these police officers, 105 were female. In addition, there were 551 police officers that were registered as married with the Personnel Department.

The City of Calgary Police Service also consists of a multitude of service departments located throughout the city. Existing departments include five district street patrol sections, major crimes section, special investigations section, tactical support section, organized crime control

section, community services section, traffic section, identification section, communications section, training section, headquarters section, and office of the chief (Peach, 1987). Many of these sections offer a diverse assortment of services to the City of Calgary. For instance, the tactical support section offers tactical service, canine service, strike force service and a helicopter service.

Police officers in the Calgary Police Service work a variety of shifts depending on their position and their specific section of service in the hierarchy of the organization. The majority of shifts range from an eight-hour to a twelve-hour work day. In addition, most of the constables and sergeants are required to work shiftwork on a rotation schedule. This schedule includes working any of the seven days a week.

Summary

Chapter Two presented a review of the literature in regards to police work and marital satisfaction. Areas such as occupational stress, marital satisfaction and police work were discussed. In addition, ecological systems theory and social exchange theory were presented as they relate to marital satisfaction. A brief description of the Calgary Police

Service was also given. In the following chapter, information is given regarding the method of research that was utilized to explore marital satisfaction amongst the police officers in the Calgary Police Service.

CHAPTER THREE

METHODOLOGY

There is an abundance of research, as noted earlier, that examines the effects of specific variables upon marital satisfaction. Much of this research, however, does not focus on the impacts of specific occupations and marital satisfaction. This study looked at determining the level of marital satisfaction held by police officers in the Calgary Police Service. Demographic variables and marital satisfaction and gender of the police officers and marital satisfaction were also examined in this study.

This chapter includes information about the purpose of the study and discusses the research design utilized in this study. Research questions pertinent to the study will also be discussed. This will be followed by a description of the research design, an outline of the sampling method, a review of the data collection procedures utilized, a description of the measurement tools, a summary of the limitations of the study, and finally, a discussion regarding the ethical considerations in the study.

Purpose of the Study

The purpose of the study was to obtain information about the current level of marital satisfaction among the officers of the Calgary Police Service. In addition the study also looked at determining if gender differences significantly impacted the level of marital satisfaction amongst officers of the Calgary Police Service. As previously noted in the literature, there are differing opinions about the effect that an individual's occupation has on the level of marital satisfaction (Durner, Kroeker, Miller & Reynolds, 1975; Neiderhoffer & Neiderhoffer, 1978; & Southworth, 1990). The final purpose of the study was to determine if there was a relationship between demographic variables and occupation and the level of marital satisfaction held by police officers in the Calgary Police Service. Most of the information was outdated and primarily based on the opinions of the authors. There have been no earlier studies available regarding any previous research that had been completed with the Calgary Police Service and the level of marital satisfaction.

Research Questions

Three questions formed the basis of this study. The research questions were as follows:

- 1) Is there a gender difference amongst police officers and their level of marital satisfaction within the Calgary Police Service; and
- 2) What is the relationship between age, ethnicity, years of occupational service etc. and the level marital satisfaction held by police officers in the Calgary Police Service; and
- 3) What is the current level of marital satisfaction held by police officers in the Calgary Police Service?

Research Design

This study utilized a quantitative approach to answer the research questions. This study was a descriptive research design. The design utilized was a cross-sectional survey delivered to all of the currently, legally married members of the Calgary Police Service. Cross-sectional designs provide data on the characteristics of a sample population that is specific to a particular point in time (Grinnell, 1993). The primary purpose of a descriptive survey is to determine the distribution of certain attributes among a sample of respondents (Grinnell, 1988). This study meets the purpose of a descriptive survey as its primary goal has previously been stated as discerning the level of marital satisfaction amongst

Calgary Police Service officers.

According to Grinnell (1988) there are five guidelines to follow when deciding upon quantitative research methods. The initial guideline to recognize when utilizing quantitative research methods is that prior knowledge about the subject of study is very useful. As previously noted in the review of the literature, there are many differing opinions about police officers and marital satisfaction. Most available information is outdated and based solely on author opinions, not research. Thus, a research design that would generate reliable and valid data, from individuals actually experiencing or living the studies topic of interest was indicated.

The second guideline recommends easy access to the subjects required and attempts to ensure a high level of legitimation. This should be done to ensure that the methods of data collection are not intrusive and imposing on the individuals being studied. The third guideline states that a high amount of control and authority is needed in order to safeguard the research design (Grinnell, 1988).

The fourth guideline in the quantitative approach is the study area should have "...considerable conceptual development, theory construction, and testing..." (Grinnell, 1988, p.195). The literature noted that conceptual development

(Baker & Dryden, 1993; Benokraitis, 1996; Ishwaran, 1992; & Larson, Goltz & Hobart, 1994), and theory construction (Baker, 1990; Benokraitis, 1996; Blau, 1964; Chadwick-Jones, 1976; Ishwaran, 1992; Nye, 1978; Ramu, 1993 & Walster, Walster & Berscheid, 1978), was achieved with this study's topic. Research was inadequate however, that actually tested, through quantitative or qualitative means, the relationship between occupation as a police officer and marital satisfaction and gender and marital satisfaction. Most of this research concentrated on the occupational status of one of the spouse's and not specific factors relating to occupational stresses.

Finally, quantitative methods of study are best suited in attempting to establish cause and effect relationships between variables or to describe relatively simple characteristics such as demographic variables. This particular study described and compared characteristics of the study population including demographic information on gender, age, marital status, length of marriage, family size, number of children, race, education and specific information on police work as the respondent's occupation. Cause and effect between the variables was not established however, only the relationships between variables was discussed.

Population and Sample

The sampling frame in this research study consisted of all legally married officers of the Calgary Police Service. This population included both male and female police officers within the Calgary Police Service whose files indicated they were married as of January 01, 1997. The sampling frame was determined by data available in the Personnel Division of the Calgary Police Service. Questionnaires were numerically coded to preserve the anonymity and confidentiality of the married police officers. Individual police officers who were presently engaged in living with a partner, in either a different sex or same sex relationship were not included in this study.

Sampling Procedure

Sampling procedures consist of the methods that will be utilized to ensure that the individuals chosen for the sample will actually represent the population from which they come (Grinnell, 1988). Ideally data should be acquired from every individual and about every individual in the population from which they are a part. This allows the data to describe the entire population (Grinnell, 1988).

Every married police officer in the Calgary Police Service was given the opportunity to respond to the

questionnaire in this study. Thus, the total population was the sampling frame in this study. A random sample, for this particular study, would have been extremely difficult to conduct while attempting to obtain an accurate representation of the Calgary Police Service. As previously stated in Chapter Two, the Calgary Police Service is divided into numerous service departments located throughout the City of Calgary and each department contains a number of different ranking level police officers. It would have been very difficult to determine how the questionnaires would have had to been distributed. Not only was there a time constraint involved in this tactic, it would have also violated the confidentiality that was maintained in this study.

Data Collection

Little is known about the current level of marital satisfaction of the members of the Calgary Police Service. This study was aimed at providing this important information. Because of the exploratory and descriptive nature of this study, it was necessary to obtain as much information as possible to assist in developing more concise hypotheses that may be investigated further at a later date. Thus, as stated above, the Index of Marital Satisfaction (Hudson, 1992) and

the Demographic Data Sheet was the most effective means to develop this knowledge.

Prior to distributing this questionnaire however, the researcher obtained approval from the Calgary Police Service to conduct this study. Ethical approval was also given by the Faculty of Social Work Internal Ethics Committee.

On January 06, 1997 the researcher mailed a letter (Appendix A), as well as a copy of the questionnaire, to Chief Christine Silverberg of the Calgary Police Service, requesting permission to conduct this study. Contained within this letter was also a request to approach the commanders of each division and request their assistance in distributing the questionnaires to the appropriate police officers. A reply was received by the researcher, from the Office of the Chief, on February 24, 1997 granting permission to pursue this study (Appendix B). The Chief Constable however, suggested finding an alternative to accessing the "chain of command" to distribute the questionnaires to police officers because of concern it would suggest inappropriate "encouragement," by a higher ranking officer, to complete.

In response to these comments, the researcher followed up this letter with a telephone call to Deputy Chief Rick Hanson, Bureau of Research, Development and Learning, on

February 25, 1997. Deputy Chief Hanson had been given a copy of Chief Silverberg's letter and was interested in assisting the researcher to devise an appropriate method for distributing questionnaires. This would allow every married police officer to be sampled. On March 11, 1997, the researcher was contacted by Deputy Chief Hanson. He suggested that the commander of each section of the Calgary Police Service should be contacted by telephone, to inform them of the researcher's plans around distribution of the questionnaire.

In addition, the researcher was to seek the commander's approval to have the section secretary, a civilian member, distribute the questionnaire to the married police officer's files. The researcher contacted the commanders or the secretaries by telephone and was granted permission by all to have the section secretaries distribute the questionnaire. On March 20, 1997 the questionnaires were delivered by the researcher to each secretary, who, in turn, distributed them to the married police officers. The questionnaires were to be completed and returned to the researcher by April 20, 1997. Questionnaires were returned after the respondents placed the completed questionnaire into an attached envelope, sealing the envelope and placing the envelope into the Calgary Police

Service Internal Mail system.

The Chief of the Calgary Police Service, suggested in her letter to the researcher (Appendix B), that researcher access the Police Service's Internal mail system to receive completed questionnaires. This would provide easy access for the police officers to return their questionnaires. The researcher was then given a mail file and an identifying Calgary Police Service Internal Mail code. This code was placed on the outside of each of the return envelopes, attached to the questionnaires, before distribution. Thus, the questionnaires, when completed, would automatically return to the researcher's mail file at the Calgary Police Service mail room. The researcher was then able to retrieve the completed and returned questionnaires from this mail room on a weekly basis.

Measurement Instruments

The survey instruments utilized in this study were as follows: 1) a standardized, self administered questionnaire; and 2) a demographic data information sheet that assisted in obtaining descriptive information about the police officers in the Calgary Police Service. According to Grinnell (1993), a survey is a popular form of data collection in descriptive research as it provides a convenient way to gather a large

amount of information about individuals or organizations. The researcher in this study presented a measurement package that included the following: 1) Index of Marital Satisfaction Scale (Hudson, 1992); and 2) Demographic Data Sheet developed by the researcher. The Index of Marital Satisfaction was purchased from the WALMYR Publishing Co (Appendix C).

The Index of Marital Satisfaction Scale (Appendix E) is a questionnaire that has been designed to measure the degree to which individuals perceive themselves to be satisfied with their current marriage. This IMS was utilized to measure the dependent variable, marital satisfaction. The demographic data sheet (Appendix F) contained questions regarding the respondent's demographic profile and was used to measure the descriptive variables.

The following measures, suggested by Dillman (1978), were presented with each questionnaire package in order to assist in increasing the rate of response to the questionnaire.

1. Index of Marital Satisfaction questionnaire (Appendix E)
2. Demographic Data Sheet (Appendix F)
3. A cover letter outlining the purpose of the study was included in the questionnaire package (Appendix D);
4. The letter confirmed that anonymity and confidentiality would be safeguarded;

5. Clear, well-explained instructions were included on the questionnaire; and
6. A self-addressed return envelope was included in each questionnaire package.

The questionnaire given to the Calgary Police Service police officers collected important demographic, occupational and marital information.

A review of the literature was conducted to provide an overview of the potential scales, inventories or surveys that existed relating to marital satisfaction. Through this means, a variety of scales and inventories were located that assessed marital adjustment or marital coping (Fowers & Olson, 1989; Locke & Wallace, 1959; Orden & Bradburn, 1969; & Spanier, 1976). Most of these scales and inventories however, were outdated or inappropriate in terms of the information required for this study. One Marital Satisfaction inventory (Snyder, 1979) and one Index of Marital Satisfaction (Hudson, 1992) were located that more closely matched the purpose of this particular research study.

The Index of Marital Satisfaction (Hudson, 1992) is a scale that includes 25 items. Each item is rated by the respondent on a seven-point scale by noting the degree to

which the 25 statements are "none of the time" (zero) to "all of the time" (seven). The Index of Marital Satisfaction (IMS) was chosen for this study for three reasons. Firstly, Hudson's IMS was designed to measure the degree of satisfaction that currently exists in a marriage, which addressed one of the research questions in this study. Many of the other scales and inventories measured a more narrow scope of factors related to marital satisfaction. Secondly, the IMS has been more recently designed and therefore, it was felt that it would be more temporally appropriate to the 1990s. Thirdly, the IMS is recognized for it's high degree of reliability and validity. Hudson's IMS however, did not reveal significant demographic data that was critical in responding to question two of this study. Thus, supplementary information needed to be developed to accompany the IMS.

In designing the demographic data sheet, the principles of measurement validity and reliability were considered to reduce the amount of measurement error in individual responses (Grinnell, 1993). This included the ability of the measuring tool to accurately measure the concept being studied. The researcher was aware that the reliability and the validity of the instrument had not been substantiated however, this was not required as demographic information was all that was

provided. The demographic data sheet measured important independent variables based on the literature review.

Demographic information including age, gender, race and education were placed on a demographic data sheet designed by the researcher. In addition, a review of the literature, concerning police work as an occupation was conducted, and pertinent variables, such as shift work, overtime, friends, court time, occupational ranking level, and length of time as a police officer were identified as potentially impacting marriage. These variables were included in the demographic profile of the respondents. Thus, in its final form, the questionnaire consisted of two components. The IMS was the first section of the questionnaire and the demographic data sheet was the second section of the questionnaire.

Data Analysis

All of the potential questionnaire responses for this study were coded and entered into the computer. The Statistical Package for Social Sciences (SPSS) was then utilized to analyze the data. Statistical tests were conducted to determine any significant relationships that existed between the independent variables, gender, age, race, children, and education, and the dependent variable, marital

satisfaction, in the research questions. The data analysis is covered in three parts in this study.

In the first part of data analysis, the intent was to describe the sample in terms of demographic characteristics. The purpose of this was an attempt to respond to research question 1:

Is there a gender difference amongst police officers and their level of marital satisfaction within the Calgary Police Service?

The second part of the data analysis described research question 2:

What is the relationship between demographic variables and the level of marital satisfaction held by police officers in the Calgary Police Service?

This chapter also examined specific questions relating to the police officer's occupation. Descriptive statistics, including frequency distributions and percentages, were utilized to analyze the data presented in Chapter Four.

Chapter Four discusses the results from the Index of Marital Satisfaction Scale (Hudson, 1992) completed by the Calgary Police Service officers. The Index of Marital

Satisfaction Scale (IMS) provides information on the level of satisfaction that an individual has with his or her present marriage. This chapter includes research question 3, outlined in the section on research questions in this chapter: What is the current level of marital satisfaction held by police officers in the Calgary Police Service? Statistics, including the independent T-test and ANOVA will be employed to analyze the data contained within this chapter.

Ethical Considerations

Confidentiality, voluntary consent and protection from emotional or physical harm of the research participant are the primary ethical considerations in this study.

Upon permission from the Calgary Police Service, research participants in this study received a cover letter, placed on top of the questionnaire, describing and outlining the purpose of the current study and who was receiving and analyzing the information presented (Appendix D). The questionnaire was distributed to the married police officers with the assurance that the information they divulged would be kept in confidence. The information that was obtained in this study was reported only in aggregate form. In addition, the data collected was carefully protected in a locked safe in the

student researcher's home office. At the conclusion of this study, the completed questionnaires will be destroyed by the researcher.

According to Babbie (1973), informed consent is an essential component of ethical research. Participants were given the right to refuse participation in this study by simply not completing and returning the questionnaire to the researcher. This study did not require a signed statement of consent by the police officers of the Calgary Police Service officers for two particular reasons. One reason is the potential that the researcher may have had a personal relationship with some of the police officers of the Calgary Police Service who completed the questionnaire. In addition, in conducting an informal query of some of the police officers within the Calgary Police Service, the researcher was informed that many of these police officers would not complete the questionnaire if required to reveal their identity.

If the police officer chose to take part in the study, their completed questionnaire was sealed in an envelope provided, and the sealed envelope was returned via the internal police mail system to the researcher. No one was forced to participate in this study against his or her own will. The researcher only attempted to contact the married

police officers on one occasion during this study.

Finally, data collection instruments must accurately measure the concepts, in an unbiased manner, that are being examined (Grinnell, 1993). This study only contained questionnaire items that directly related to the research questions being studied. In addition, individual results on the measuring instruments were not revealed or utilized. As mentioned previously, the results were reported only in aggregate form.

Summary

This chapter has outlined the methodology utilized in this study to explore the level of marital satisfaction within the Calgary Police Service. In Chapter Four, the results of the research study will be presented.

CHAPTER FOUR

RESULTS

There are two primary purposes for this chapter. First, the intent is to present the findings concerning the study's demographic variables. This information was collected from the Demographic Data Sheet. In addition, this information assisted in constructing a profile of the sample. Second, this chapter presents data obtained from the respondents who completed the Index of Marital Satisfaction component of the questionnaire. This data helped in addressing the study's research questions. Thus, statistical analyses of the data and an outline of the study results are presented in this chapter.

Response Rate

As of January 06, 1997 the Calgary Police Service consisted of 1154 sworn police officers. There were 105 female officers and 1049 male officers. Five-hundred and fifty-one of these police officers were married.

Questionnaires were mailed to all 551 of the legally married police officers in the Calgary Police Service. Of these questionnaires, 104 were completed and returned to the researcher, resulting in an 18.8% response rate. All of the

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returned questionnaires were fully completed by the respondents enabling all returned questionnaires to be included in data analysis.

Caution must be exercised when generalizing the results of this study to the entire Calgary Police Service as the response rate was quite low. Approximately eighty percent of the potential respondents failed to complete and return the questionnaire. This suggests there may be differences between those respondents who completed and returned the questionnaire and those respondents who failed to complete and return the questionnaire. This may have implications for the Calgary Police Service.

For instance, many police officers may have chosen not to complete and return the questionnaire as they are feeling dissatisfied with their marriage. Completing a questionnaire may have led them to acknowledge feelings they were unwilling to accept at the present time. In addition, some police officers may have chosen not to complete and return the questionnaire as they are presently separated from their spouse and did not realize they could participate in the study. Another possible reason that some respondents did not complete and return the questionnaire may be due to their personality type. It may be that these respondents are

indifferent to their marriage, do not have time to fill out questionnaires or did not feel the study was important. Information obtained from these respondents may have impacted the results of this study.

Statistical Inference

As mentioned above, analysis began with a compilation of descriptive statistics from two measures: The Demographic Data Sheet and The Index of Marital Satisfaction. Tables 1 and 2 present the descriptive demographic statistics of the Calgary Police Service respondents. Table 3 presents the descriptive statistics of the Index of Marital Satisfaction. The following sections highlight some of these results.

Demographic Characteristics of the Sample

The majority (89.4%) of the police officers who completed the questionnaire were male ($n = 93$). With respect to race, caucasian respondents ($n = 99$) comprised of 97.1% of the sample. Males ($n = 2$) and females ($n = 1$) were the respective minority sample. Only (23.1%) of the police officers had other police personnel in their immediate or extended family ($n = 24$). Female police officers with police personnel in their family (45.5%) were much higher than male police officers who

had other police personnel in their family (20.4%). The police personnel in the family, for both males and females, included brothers, fathers, brother in-laws, uncles, grandfathers and sisters. In addition, the majority (78.8%) of the respondents stated that most of their friends are not police officers (n = 82).

Most (84.6%) of the respondents stated that they worked in the patrol division (n = 69) or the investigation division (n = 19) of the Calgary Police Service. In fact, all of the female respondents (n = 11) were from the patrol division. This may be the result of fewer numbers of females found in the higher ranking or more specialized positions within the Calgary Police Service.

The majority (90.4%) of police officers indicated that they were required to attend court on their off days (n = 94). All but one female were required to attend court on off days (n = 10). This may be due to all of the female respondents working in the patrol division of the Calgary Police Service. Court time on off days is generally a regular part of a patrol officers occupational expectations. The average amount of time a police officer had to attend court on their off days was 20.729 days per year. The majority (73.1%) of the respondents stated that they mostly worked shift work (n = 76).

Table 1
Frequencies and Percentages of the Demographic Data Sheet
Characteristics for Male and Female Police Officers of the Calgary
Police Service

Variable	Male N=93		Female N=11		Total N=104	
	Freq	%	Freq	%	Freq	%
Race						
Caucasian	89	95.7	10	90.9	99	95.2
Minority	2	2.2	1	9.1	3	2.9
Work Division						
Patrol	58	62.4	11	100.0	69	66.3
Investigation	19	20.4	0	0	19	18.3
Operations	8	8.6	0	0	8	7.7
Support	5	5.4	0	0	5	4.8
Service	3	3.2	0	0	3	2.9
Other						
Shiftwork						
Yes	66	71.0	10	90.9	76	73.1
No	21	22.6	1	9.1	22	21.2
Sometimes	6	6.5	0	0	6	5.8
Other police in the family						
Yes	19	20.4	5	45.5	24	23.1
No	74	79.6	6	54.5	80	76.9*
Attend Court						
Yes	84	90.3	10	90.9	94	90.4
No	9	9.7	1	9.1	10	9.6
Most of your friends are police officers						
Yes	20	21.7	1	9.1	21	20.2
No	72	77.4	10	90.9	82	78.8

Table 2
Means and Standard Deviations of Male and Female Police Officers on the Demographic Data Sheet

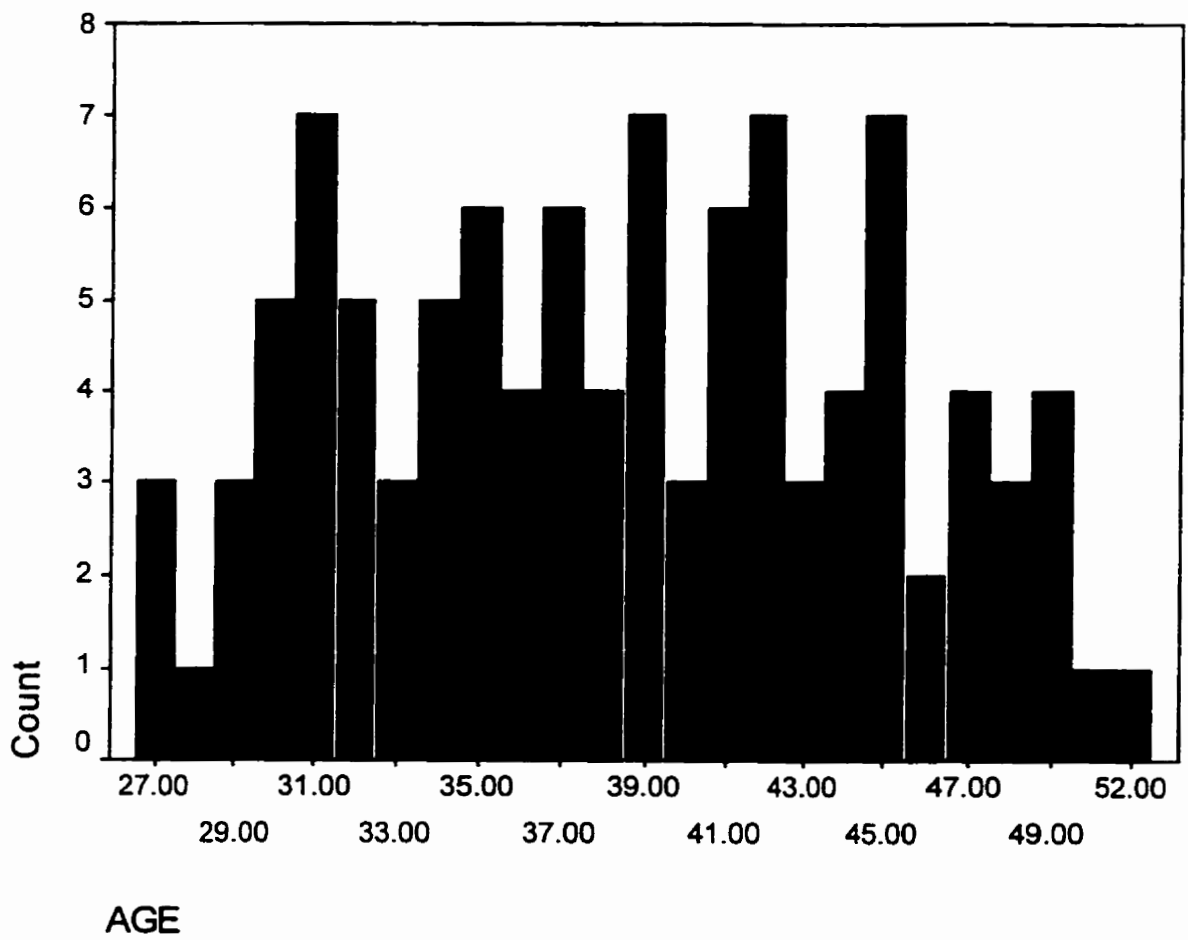
Variable	Male N=93		Female N=11		Total N=104	
	X	SD	X	SD	X	SD
Age	39.01	6.27	33.45	4.25	38.42	38.50*
Times married	1.39	.59	1.18	.40	1.37	1.00
Years married	11.82	7.52	7.41	4.19	11.34	9.83*
Number of Children	3.06	1.11	1.90	1.13	2.94	3.00
Children still living at home	2.66	.92	1.90	1.13	2.58	3.00
Years as a police officer	15.19	6.68	8.09	4.82	14.44	16.00*
Court days on off time	21.17	16.35	17.00	7.01	20.72	20.00
Job stress	2.71	.81	2.36	.80	2.67	3.00
Leave work at the office	2.40	.56	2.27	.47	2.39	2.00
Work Danger	2.76	.89	2.63	.67	2.74	3.00
Spousal support	4.05	.71	4.09	.83	4.05	4.00

* $p \leq .05$

The average age of male police officers was 39 years of age and the average age of female police officers was 33 years of age (Graph 1). A significant relationship was found between gender of the police officer and the age of the police officer on the Demographic Data Sheet ($t=2.85$, $n=104$, $p=.029$). The majority (67.3%) of the police officers had been married only one time ($n = 70$). Only ($n = 2$) female police officers had been married two times (18.2%). Male police officers married two ($n = 27$) or three or more times ($n = 5$) were almost double (34.4%) that of the female rate. The average length of police officer marriages is almost 12 years. The independent t -test determined a statistically significant relationship between the length of a police officer marriage and the gender of the police officer ($t=1.90$, $n=104$, $p=.003$). Male police officers (11.8 years) were married almost one-third longer than the female police officers (7.4 years). This may be due to female police officers being younger than their male counterparts.

The average number of children for the police officers in this study was 2.94. Overall, the majority (86.5%) of police officers had four or less children ($n = 90$). Most (96.2%) of the police officers also had four or less children currently living in the home ($n = 100$). The majority (54.5%) of female police officers had one child ($n = 6$). Most (65.8%) of the

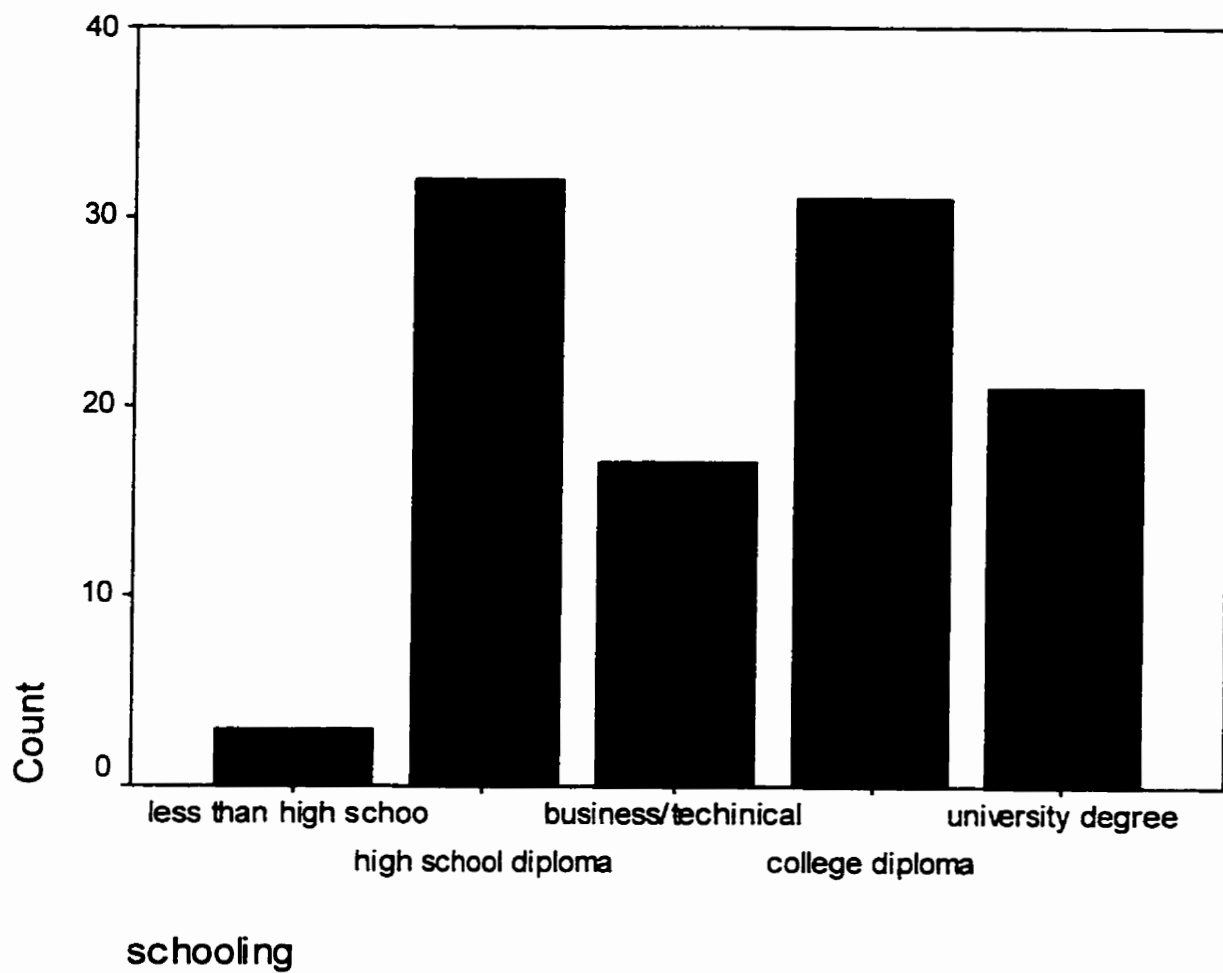
Figure 1: Number of Calgary Police Officers According to Age



male police officers have two ($n = 16$) or three ($n = 45$) children. It should be noted that the number of children and the number of children currently living in the home could possibly be influenced by the presence of blended families amongst the participants.

Education levels of the total sample indicated that (50.0%) of participants completed business school ($n = 17$), college ($n = 31$) or university ($n = 21$) [Graph 2]. The majority (81.8%) of female police officers have college ($n = 3$) or university ($n = 6$) education. Most (63.4%) of the male police officers have a high school diploma ($n = 31$) or a college diploma ($n = 28$). A statistically significant relationship was found between gender of the police officer and the level of education of the police officer ($t = -2.84$, $n = 104$, $p = .045$). The average length of time a police officer had worked for Calgary Police Service is 14.4 years. Male police officers have worked almost twice as long (15.2 years) as the female police officers (8.1 years). Again, the independent t -test indicated a statistically significant relationship between gender of the police officer and the length of time a police officer has worked on the job ($t = 3.41$, $n = 104$, $p = .034$). Most (84.5%) of the police officers indicated that they found their spouse to be extremely supportive ($n = 26$) or very supportive ($n = 61$) of

Figure 2: Number of Calgary Police Officers According to Education Levels



police work.

Overall, the majority (85.4%) of police officers indicated that they found police work moderately stressful (n = 48), slightly stressful (n = 32) or not at all stressful (n = 8). This differs from the literature where Stratton (1975) stated that police work is extremely stressful and often results in marital difficulty. This may be due to many of the police officers in the Calgary Police Service accessing professional and personal supports offered in the Employee Assistance Program thus, minimizing marital stress.

Most (97.1%) of the respondents stated that they were sometimes (n = 57) or always (n = 43) able to leave work at the office. This is interesting as literature states that it is difficult for police officers to separate work from personal lives, often leading to marital dissatisfaction (Stratton, 1975; Southworth, 1990). The majority (81.6%) of police officers stated that they considered their work moderately dangerous (n = 46), slightly dangerous (n = 30) or not dangerous at all (n = 8). Again, this is a high percentage according to many authors who state that police work includes stressors, related to the danger of the job, that are not found in "non-police" occupations (Cooper & Marshall, 1980; Elliott, Bingham, Nielsen & Warner, 1986; Ready, 1979;

Stratton, Tracy-Stratton & Allredge, 1982; & Southworth, 1990).

Index of Marital Satisfaction

Table 3 presents means and standard deviations for the Index of Marital Satisfaction Items. As previously mentioned, the Index of Marital Satisfaction is designed to measure the degree, severity or magnitude of a problem a spouse has in their marriage. The Index of Marital Satisfaction was administered to a sample of 104 respondents and the means and standard deviations of this group are included in Table 3 for further comparison with this study's sample.

The Index of Marital Satisfaction requires respondents to indicate a scaled response ranging from 1 through 7 for each item. For instance, for each item on the Index of Marital Satisfaction, 1 means "none of the time", 2 means "very rarely", 3 means "a little of the time", 4 means "some of the time", 5 means "a good part of the time", 6 means "most of the time" and 7 means "all of the time." The Index of Marital Satisfaction Scale requires reverse scoring of some items (for example, 7 becomes a 1, 6 becomes a 2 etc.) to produce scores ranging from 0 to 100. The items which require reverse scoring are outlined at the bottom of the Index of Marital

Satisfaction.

The scale has two clinical cutting scores. The scoring system is such that the first is a score of 30. Those respondents who score below 30, assuming that the responses are accurate and candid, are presumed to have the optimal level of marital satisfaction (WALMYR Assessment Scale Scoring Manual, p. 22). Thus, they are viewed as free of a clinically significant problem in their marital relationship.

The second cutting score is 70. Those respondents who achieved scores above this level nearly always experience severe marital distress (Nurius & Hudson, 1993). A reliability analysis of the Index of Marital Satisfaction was conducted by the researcher. Reliability frequently refers to three inter-related concepts: stability, equivalence and homogeneity (Weinbach & Grinnell, 1993). These three concepts involve establishing the degree of consistency between two or more independently derived set of scores. The reliability analysis of the Index of Marital Satisfaction yielded an Alpha score of .9682. This is consistent with Hudson's (1992) findings that the Index of Marital Satisfaction consistently achieves an Alpha coefficient of .90 or larger (WALMYR Assessment Scale Scoring Manual, p. 22). Thus, the Index of Marital Satisfaction was extremely reliable for this study sample as

it indicated true individual differences in the scores achieved.

The Calgary Police Service respondents achieved a range of scores from 0.00 to 76.67 for Items on the Index of Marital Satisfaction. The majority (79.8%) of the respondents had a cutting score below 30 ($n = 83$). Only one police officer had a cutting score over 70. The average score for the Index of Marital Satisfaction was 18.65. Overall, the data indicates that both the male and female police officers, in this study's sample, demonstrate a high level of marital satisfaction.

As can be seen from an examination of Table 3, there was not a significant difference between males and females and the scores on items in the Index of Marital Satisfaction. There were extremely small differences found between male and female police officers and their responses to a number of items on the Index of Marital Satisfaction. Some of these items include: the affection of their partner; how well their partner understands them; their feelings on whether their relationship is a good one; and their feelings on whether they have a lot of fun together. In addition, police officers beliefs about whether their partner confides in them; how they manage their finances; whether they should have married their partner; and whether they view the future as bright for their

relationship also had very small differences for males and females. This may be the result of many different factors. One such factor may include the potentially similar personality type held by individuals employed as police officers for the Calgary Police Service. Respondents, both male and female, may have similar perceptions, values and beliefs about the importance and meaning of their occupation and marital life.

Another reason for high consistency of scores among males and female police officers may be due to changes that have occurred in policing styles over the past decades. For instance, policing in the 1990s may require police officers, both male and female, to utilize less violent or physical tendencies and behave more professionally. Thus, male and female police officers may have increased the use of communication strategies in their occupation and their marriage, resulting in decreased occupational stress and enhanced marital contentment.

Table 3
Means and Standard Deviations of the Index of Marital Satisfaction Items

Variable	Male N=93		Female N=11		Total Sample N=104	
	X	SD	X	SD	X	SD
Affectionate partner	2.60	1.31	2.64	.81	2.40	1.27
Partner treats badly	1.84	.96	2.10	.94	1.87	.96
Partner cares for me	1.63	.95	2.10	1.14	1.68	.98
Choose same partner	2.08	1.61	1.73	1.19	2.12	1.62
Trust my partner	1.39	.89	1.73	1.01	1.58	.90
Relationship ending	1.72	1.28	2.09	1.22	1.76	1.27
No understanding	2.49	1.35	2.55	1.13	2.49	1.32
Good relationship	2.11	1.17	2.10	1.14	2.11	1.16
Happy relationship	2.18	1.16	2.73	1.01	2.24	1.15
Dull life together	2.63	1.42	2.82	1.33	2.65	1.41
Fun together	2.66	1.41	2.73	.91	2.66	1.36
No confiding	2.41	1.42	2.46	1.21	2.41	1.40
Close relationship	2.14	1.25	2.37	1.21	2.16	1.24
Not reliable	1.84	1.41	2.36	1.57	1.89	1.43
No common interests	2.46	1.37	2.18	1.08	2.43	1.34
Manage arguments	2.44	1.13	2.82	.98	2.48	1.12
Manage finances	2.54	1.16	2.46	.69	2.53	1.11
Married wrong person	1.72	1.21	1.73	1.20	1.72	1.20
Get along well	2.01	1.02	2.10	.83	2.02	1.00
Stable relationship	1.92	1.13	2.18	1.25	2.05	1.14
Partner is a comfort	2.08	1.19	2.18	.87	2.09	1.16
Not care for partner	1.63	.95	2.09	1.14	1.68	.98
Bright future	2.03	1.22	2.09	1.14	2.04	1.21
Empty relationship	1.80	1.31	1.91	1.22	1.81	1.29
No excitement	2.34	1.39	2.46	.93	2.36	1.34
IMS Total	18.34	16.27	21.27	14.23	18.65	16.02

**Reverse scoring occurred for items identified at the bottom of the IMS to achieve item means and standard deviations in this table.

Statistical Tests

Both the t -test and the one-way analysis of variance are appropriate statistical tests to utilize when comparing two groups on some continuous variable (Munro, Visintainer & Page, 1986). The assumptions for the use of the t -test and the one-way analysis of variance are identical. Both require continuous data to be mutually exclusive or independent of each other, the dependent variable should be normally distributed and the groups being studied should have homogeneity of variance (Munro, Visintainer & Page, 1986). After a review of existing research in social work practice, the t -test was chosen as the primary statistical test for this study.

The t -test is used to assist in determining if the apparent relationship between two variables in a sample is a true relationship or the work of chance (Weinbach & Grinnell, 1991). The t -test is appropriate for use when there is a dichotomous nominal independent variable (ie., gender) and an interval level dependent variable (ie., marital satisfaction) [Yegidis & Weinbach, 1991]. In addition, the t -test is the most common statistical technique utilized to compare two groups (Reid & Smith, 1981; Munro, Visintainer & Page, 1986). The t -test compares variations of scores between groups and

variations of scores within groups by using all the raw scores in its computation. Thus, the t-test is very complex in its analysis which explains why it is a powerful test for examining a relationship between two variables (Weinbach & Grinnell, 1991).

The t-test is often used by social work researchers because a relatively small sample size is fitting (Reid & Smith, 1981; & Weinbach & Grinnell, 1991). In addition, the two comparison groups are not required to have an equal number of respondents. This was important as the two comparison groups in this study, male and female, had a large difference in the number of respondents in each group. The t-test will also automatically control for any discrepancy that exists between the two group sizes (Weinbach & Grinnell, 1991).

The one-way analysis of variance can be utilized to determine if two means differ significantly from each other (Borg & Gall, 1989). The one-way analysis of variance however, is more commonly used when there are more than two groups and there is interest in any differences that exist among the set of groups (Borg & Gall, 1989; Reid & Smith, 1981; & Weinbach & Grinnell, 1991). The t-test therefore, was the primary statistical tool chosen for this study based on meeting the assumptions for use: small sample size, unequal group sizes,

interval level dependent variable, dichotomous independent variable and most commonly used statistic in social work research to compare two group means.

To compare the equivalence of male and female police officers in the Calgary Police Service, an independent sample t-test was conducted. The t-test was administered using gender and variables contained within the Demographic Data Sheet and the Index of Marital Satisfaction. As noted previously, the only significant differences found between males and females were demographically related: respondents age, level of education, amount of years employed as a police officer, whether a member of your family was a police officer and the amount of time the police officer has currently been married. No significant differences were found between males and females and the Items on the Index of Marital Satisfaction when a t-test or a one-way analysis of variance was conducted.

Correlations

The Index of Marital Satisfaction was designed to contain items related to marital satisfaction. Thus, it was fitting that there should be correlations among many of the items. The strength of relationships between items on the Index of Marital Satisfaction were examined using Pearson's correlation

coefficient (\underline{r}). This approach to analysis may lead to a Type I error where the apparent relationship may be related to chance only (Weinbach & Grinnell, 1991). Pearson's correlation showed there were very high inter-item correlations amongst several items in the Index of Marital Satisfaction.

There was a very high positive correlation ($\underline{r}=.8545$) between the scores on "My partner treats me badly" and "I feel I cannot rely on my partner." This indicates that those respondents who felt their partner treated them badly also felt that they could not rely on their partner. Another high positive correlation ($\underline{r}=.9451$) was found between items "I feel that our relationship is breaking up" and "I feel that our relationship is empty." This suggests that those respondents who felt they were not fulfilled in their marital relationship were also feeling their relationship was not going to last. The highest positive correlation ($\underline{r}=.9684$) was found between "I feel that I should never have married my partner" and "I feel that I no longer care for my partner." This implies that those respondents who are experiencing little feelings for their partner may also be feeling that it was a mistake to have married their current partner.

Only four negative correlations were found on the items in the Index of Marital Satisfaction. All of these negative

correlations however, were very weak. A negative correlation occurred between items "I feel there is no excitement in our relationship" and "My partner does not confide in me." The correlation however, was low ($r = -.1123$). The second negative correlation ($r = -.1862$) was found between "I feel that our relationship is a good one" and "We do a good job of managing our finances." This suggests that as the respondents feelings of contentment or happiness about their relationship increases, their ability to manage their finances decreases. It may be that many of the police officer partnerships choose to participate in activities that enhance their relationship but are not economically feasible.

The third negative correlation ($r = -.0100$) occurred between "Our life together is dull" and "We do a good job of managing our finances." This suggests that the higher the score for life being dull, the lower the score for managing finances. Thus, it may be that life is more exciting when police couples spend money on activities. However, spending extra money on activities may cause difficulty in the couple's finances. The final negative correlation ($r = -.0425$) was found between "We do a good job of managing our finances" and "I feel there is no excitement in our relationship." Both of these correlations imply that as the respondent's lives become

more exciting and therefore, less dull, their ability to manage their finances becomes more problematic. All but three of these negative correlations involved the item "We do a good job of managing our finances." This suggests that the respondent's income may have an important impact on their level of marital satisfaction.

Multiple Regression

Multiple regression is a statistical technique utilized when two or more interval or ratio level independent variables are combined to predict the scores of one interval or ratio level dependent variable (Herzon & Hooper, 1976; & Hopkins & Glass, 1981). Multiple regression was conducted with the study's independent variables and the level of marital satisfaction. None of the independent variables predicted the level of marital satisfaction achieved by police officers. This may have occurred due to three assumptions that need to be met when using multiple regression.

The first assumption when using multiple regression is that the independent variables (from the Demographic Data Sheet and the Index of Marital Satisfaction) should correlate with the dependent variable (level of marital satisfaction), however, should not be highly intercorrelated. If there is a

high intercorrelation between the independent variables, multicollinearity will occur. This will cause unstable and misleading results. In this study many of the variables on the Index of Marital Satisfaction were highly intercorrelated. Thus, multiple regression was not the best statistical tool to utilize in this study.

The second assumption when using multiple regression is that there is linearity of the data. The independent variables are linearly related to the dependent variable. This assumption fit with the study's data.

The third assumption of multiple regression is that there needs to be a large sample size to be accurate in the results. It has been suggested that a sample size of 200 or more is required to obtain ideal results (Hopkins & Glass, 1981). The sample size in this study did not fulfill this assumption.

Summary

In summary, police officers within the Calgary Police Service have a very high level of marital satisfaction. In addition, the independent sample t-test demonstrated that there were no significant differences between males and females and their level of marital satisfaction based on the Index of Marital Satisfaction. The only significant

differences found to exist were between male and female police officers and five items from the Demographic Data Sheet. However, there was no significant relationship amongst the demographic characteristics and the overall level of marital satisfaction experienced by the police officers in the Calgary Police Service. The implications and conclusions that can be drawn from these results will be discussed in Chapter Five.

CHAPTER FIVE

SUMMARY AND CONCLUSIONS

This chapter summarizes the study and presents conclusions that can be drawn from the research results. Specifically, the study and its results are examined in relation to the original research questions. Research strengths and limitations are also outlined and recommendations for future research are provided.

Nature of the Study

Three research questions formed the purpose of this study. The first question in this study looked at whether gender differences significantly impacted the level of marital satisfaction within the Calgary Police Service. The second question determined if there was a relationship between age, ethnicity, years of occupational service etc. and the level of marital satisfaction held by police officers in the Calgary Police Service. The final question was designed to obtain information about the current level of marital satisfaction among police officers within the Calgary Police Service. As previously noted in Chapter Two, there are differing opinions about the effect that an individual's occupation has on the

level of marital satisfaction (Durner, Kroeker, Miller & Reynolds, 1975; Neiderhoffer & Neiderhoffer, 1978; & Southworth, 1990).

To answer these questions, 551 self-administered questionnaire packages consisting of the Index of Marital Satisfaction (Hudson, 1992) and a Demographic Data Sheet were given to married police officers in the Calgary Police Service. Of these 551 questionnaires, 18.8% (n = 104) were completed, returned and included in data analysis.

Results and Comments

The results of the Index of Marital Satisfaction were evaluated for statistical significance using an independent sample t-test and ANOVA. Overall, the results indicated that there were no significant differences ($p \leq .05$) between male and female police officers and their level of marital satisfaction. In fact, male and female police officer scores on many items on the Index of Marital Satisfaction were almost identical. This lack of gender difference is important as it may indicate that male and female police officers in the Calgary Police Service may be more similar than different in how they perceive and value their relationships. Based on the study results, male and female police officers in the Calgary

Police Service may view their marital relationship as being just as important as their career.

Results indicated that the level of marital satisfaction was very high (79.8%) for police officers in the Calgary Police Service. These findings indicate an obvious discrepancy between the literature reviewed and the results obtained for this study. One explanation for this discrepancy may be related to most of the examined literature being dated. Current literature outlining any new hiring practices may have suggested alternative factors that impact the level of marital satisfaction. Information on new (if any) hiring practices of police departments, such as the amount of education required, a potential minimum age requirement, or specific personality type may help determine who is a good employee and a good marriage partner. Any current information may have led to different questions being asked on the Demographic Data Sheet and potentially achieving different study findings.

Another explanation for the high level of marital satisfaction achieved by the police officers of the Calgary Police Service is that social desirability affected the responses given. It may be that individuals who responded to the questionnaire wanted to present a socially acceptable level of satisfaction with their marriages.

As previously noted in Chapter 4, another explanation may be that the occupational expectations associated with being a police officer have changed in the past two decades. It could be there is a stronger emphasis on police officers to utilize strategic tools such as communication, rather than physical confrontation, when dealing with job requirements. Increased use of communication strategies within the job may lead to increased communication within marital relationships. Thus, results may indicate a decrease in occupational stress and an increase in marital satisfaction.

Demographic information also indicated very few significant differences between male and female police officers in the Calgary Police Service. The demographic profile of a police officer in the Calgary Police Service showed the majority were male (89.4%); caucasian (97.1%); married two or less times (95.2%); had children (86.5%); were constables (76.9%); and had a minimum of a high school diploma (97.1%). No significant relationship, however, was found between items on the Demographic Data Sheet and the level of marital satisfaction held by police officers in the Calgary Police Service. Significant relationships only occurred between male and female police officers and the following demographic characteristics: respondent's age, level of

education, number of years employed as a police officer and number of years currently married. It may be that, traditionally, males have been chosen as the most suitable candidates for police work. Thus, males are older in age and have a higher number of years employed as a police officer. In addition, females have only recently been employed as a 'legitimate' police officer. Thus, females seem to require a higher level of education to achieve their goal. This may result in females marrying at an older age and being hired by the police department at an older age.

Literature indicated that demographic variables such as number of children, amount of shift work, job stress, work danger and spousal support were important to police officers and their level of marital satisfaction (Cooper & Marshall, 1980; Durner, Kroeker, Miller & Reynolds, 1975; Hageman, 1978; Hurrell Jr., Murphy, Sauter & Cooper, 1989; Reiser, 1974; Stratton, 1975; Southworth, 1990; & White & Keith, 1990). These variables, however, were not significant to the level of marital satisfaction for the respondents in this study.

One possible reason for the insignificant findings between demographic variables and level of marital satisfaction may be due to new or improved Employee Assistance Programs being introduced into more police departments during

the past two decades. Employee Assistance Programs may be helping police officers deal with occupational concerns, such as work danger and shift work. This may aid in preventing potentially negative outcomes such as occupational stress, depression, alcoholism, or suicide. In addition, the Employee Assistance Programs may also be helping police officers and their spouses with marital concerns, such as parenting or communication, to assist in preventing marital dissolution.

Another explanation is that occupational expectations may have changed over the past two decades. This could result in different stresses experienced by a police officer. These occupational stresses may not have as negative an impact on marital satisfaction as those mentioned in the past.

Strengths and Limitations of the Study

The findings of this study should be interpreted with some caution. The primary purpose of this study was to identify the level of marital satisfaction amongst police officers in the Calgary Police Service. The measurement instrument utilized to obtain this information was a questionnaire which was distributed, via an internal mail system, to the entire population of police officers. According to Grinnell (1993), there are disadvantages and difficulties

that exist with mailed surveys.

The literature on survey research indicates that the primary disadvantage of mail surveys is the low response rate (Babbie, 1973; & Grinnell, 1993). According to Grinnell, it is not uncommon for mailed questionnaires to yield response rates between 10 to 20 percent (p. 279). The rate obtained for this study is consistent with those low percentage rates. Rates this low suggest respondent bias as those who did not complete the questionnaire may be comprised of different characteristics than those individuals who did not complete the questionnaire. This may impact the internal validity of the data. In addition, the assumption that the survey measures what it is supposed to measure and accurately, or the measurement validity, may be jeopardized by this low response rate (Grinnell, 1993). There are no standards for response rates used by social workers however, it has been conventionally observed that response rates of less than 50 percent provide a poor basis for inference (Grinnell, 1993).

Another difficulty relates to the types of questions that can be included in a questionnaire. If a question is too personal or intrusive, a respondent may not be willing to provide an answer. This is particularly true if there are items contained within the questionnaire that are sensitive.

The researcher designed the demographic questionnaire to measure only items that were directly relevant, based on a review of the literature, to the research questions. The measurement scale selected was as unobtrusive as possible. In addition, the questionnaire was completed anonymously, thus enhancing and securing the right to each respondents's privacy.

Unintentional researcher bias needs to be addressed within this study. Due to the researcher's personal involvement and friendships with many members of the study's population, as well as the fact that the topic under study affects her on a personal (through marriage) level, non-deliberate bias may occur in this research. Many individuals who are emotionally involved with their topic of study will not deliberately bias their research. Individuals may however, unconsciously prejudice their research in a multitude of different ways therefore, it is necessary to review the research design for unconscious bias that may exist (Borg & Gall, 1989).

There are a variety of strategies to utilize when looking for non-deliberate researcher bias. According to Borg and Gall (1989) a popular strategy to implement when reviewing the research design for unconscious researcher bias or omissions

is to have the design scrutinized by another colleague. This was the reviewing technique that was utilized in this study. The researcher had a social work colleague, who is a family therapist in private practice, and who specializes in marital counselling, review and critique the research design. The colleague's conclusion was that the research design utilized in this study was appropriate as it would garnish important information while minimizing potential researcher bias.

One more potential limitation in this study is the researcher's inability to directly control the distribution of the questionnaire. The researcher had to rely on Calgary Police Service secretaries to dispense the questionnaires to the appropriate police officers, in order to maintain the confidentiality of the respondents. Thus, there was the potential that any number of police officers suitable for this study, were unintentionally forgotten or overlooked.

According to Grinnell (1993), reliance on a questionnaire or any written instrument can be a liability because of the potential that there may be confusing questions. The researcher attempted to minimize this limitation, in this study, by placing her name and phone number on the cover letter, as a resource, if there were any concerns or questions related to the questionnaire or the study. The researcher

received four telephone calls from four different police officers to answer questions related to the questionnaire.

Another potential limitation within this study is the possibility that some respondent's may answer questionnaire items based on social acceptability. Some of the police officers may have completed the questionnaire items to create a positive impression and not based on what composes their actual situation of marital satisfaction. This is important to consider as it could jeopardize potential interventions that may be suggested or implemented by the Calgary Police Service, based on these results. In addition, the police officers may have answered questions on the demographic profile falsely if they felt that their answers would readily identify them.

Because of the nature of this research, there is no comparison group with which to compare the study's results. Consequently, there is no means to verify whether the level of marital satisfaction reported within the Calgary Police Service is any more or any less than that of other police departments in other cities. However, the Index of Marital Satisfaction Scale has a cutting score therefore, it is standardized with the general population. As well, potentially vital information may be gathered from this study that may lead to more in-depth research of this issue conducted within

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the Calgary Police Service, as well as other police departments.

This study was also a one-shot method of data collection that provided information based on a specific point in time. Thus, the time order of variables cannot be clearly determined. In addition, causation cannot be established between the independent variables and dependent variable in this study. For example, the study cannot infer that police work caused police officers to experience a high level of marital dissatisfaction.

Another limitation is the low number of female respondents in the study. With less than 10 percent of the females completing and returning the questionnaire, caution must be taken when generalizing the results to the entire female police officer population of the Calgary Police Service.

A final limitation is the outdated literature that was used to provide a knowledge base for this study. The literature was approximately twenty years old and may have presented information that is no longer relevant to police work and marriage in the 1990s. New trends, social issues and cultural climates may have resulted in the past two decades. These changes may have resulted in police officers altering

their priorities relating to their work and marriage that were not addressed in this study.

Support from numerous sections within the Calgary Police Service allowed the researcher greater access to the subjects. Thus, word of mouth regarding the completion of the questionnaire, was likely responsible for the number of questionnaires that were eventually filled out and returned. This made sampling and data collection easier for the researcher however, did not strengthen the validity of the study. In addition, this may have affected who was willing to complete and return the questionnaire and who was not. It may also have impacted the responses that were given on the questionnaire. One strength of this study is the access that the researcher had to the Calgary Police Service's internal mail system. The ability to utilize this service allowed the police officers to easily return their completed questionnaires. There was no need to access an external mailing system thus, decreasing the potential of police officers to leave their completed questionnaires in a forgotten place prior to finding a mailbox.

Another strength of this study is that it provides an opportunity to obtain information that has been lacking in the literature. As noted previously, little recent information

exists regarding police officers and marital satisfaction. In addition, there was no information found on marital satisfaction and police officers in the Calgary Police Service. Knowledge obtained from this study could lend to the formation of hypothesis' to test in other studies.

Implications For Police Work

Without question, the Calgary Police Service strives to employ the highest quality of individual to perform the duties of a police officer. This study's results, where no differences between male and female police officers and the level of marital satisfaction was determined, may have hiring and training implications for the Calgary Police Service.

The Calgary Police Service may consider that males and females experiencing a high level of marital satisfaction may also experience a high level of job satisfaction. The recruitment division of the Calgary Police Service may want to develop protocol for obtaining marital satisfaction information prior to the selection of police officer candidates. This may result in determining which candidates are more inclined to be productive at work and satisfied with their job based on how content they are in their marriage. Determining candidate marital satisfaction may also assist the

police department in obtaining a clearer picture of a candidate's morals, values and beliefs regarding potential work situations.

The recruit training division of the Calgary Police Service may have a role in assisting police recruits in maintaining equilibrium between job satisfaction and marital satisfaction. The training division may consider developing and implementing a program aimed at helping police officers to find this balance between work life and married life. This program should be implemented and conducted as a part of the training schedule for police recruits. The program's focus should assist married couples in learning techniques to help them cope with job stresses and marital stresses. It is possible the Employee Assistance Program workers may help instruct this component of training.

Implications For Social Work

According to this study, male and female police officers in the Calgary Police Service experience a high level of marital satisfaction. Social workers have a role in assisting police officers (and their spouses) to maintain this high level of marital satisfaction throughout the duration of their career. Social workers can help police couples in a variety of

ways.

Social workers have a responsibility to stay abreast of knowledge surrounding the stresses that impact a police marriage. This information allows the social worker to effectively support and assist police couples in maintaining or enhancing marital satisfaction. This is particularly true if concerns arise in the marriage. Assisting police officers to achieve a high level of marital satisfaction may result in police officers experiencing a high level of job satisfaction.

Social workers may also have a role as an educator for police officers in training. Social workers may be accessed as a resource in preparing and presenting seminars/workshops to police officers and their spouses. These seminars/workshops should concentrate on teaching skills to the police couple on how to establish a balance between marital life and work life. This proactive approach to maintaining marital satisfaction may suggest ideas, skills or techniques to help police couples cope with problems that may arise during the career of the police officer. Thus, the police couple is proactively empowered, from the onset of the police officer's career, to take control and cope with potential relationship or employment crisis.

Another role of a social worker when working with police

officers on issues of marriage and work, is that of a counsellor. Counselling, however, does not have to concentrate on negative characteristics of the police marriage. Counselling may involve implementing interventions that focus on and build upon the strengths of the couple. For instance, a police couple may have a strong communication base, however, teaching them a new method of communicating may help them to avoid future problems. Thus, instead of viewing counselling as a way to obtain assistance with problems, counselling may be viewed as a way to keep effectively functioning elements of a police officer's marriage and work operating. The use of this promotion and enhancement model of social work practice will increase the likelihood that the police officer will become more capable and competent, in work and marriage, as a result of these intervention efforts.

Recommendations For Future Research

This study identifies questions about police work and marital satisfaction that warrant further research. The results of this study contradicted current literature on marital satisfaction. This may indicate that the specific methodologies utilized in this study are not accurately reflecting the true marital situation of police officers in

the Calgary Police Service. Quantitative studies may require an expansion of the population sample. This could take many forms. For instance, questionnaires designed to measure the level of marital satisfaction could be administered to both police officers and their spouses. Having both partners participate in the study may result in findings that more accurately reflect the current population trends regarding marital satisfaction. In addition, questionnaires measuring the level of marital satisfaction may also be distributed to a larger sample size of police officers. Replications of this study with a larger sample of police officers from different departments, whether locally, provincially or nationally, may also provide a more accurate reflection of the current trends in today's societal level of marital satisfaction. In addition, the larger sample of respondents may provide a more heterogenous population, allowing for more detailed comparison between gender and ethnicity and levels of marital satisfaction.

Comparison group studies of police officers, whether by gender, race or department, may also indicate more specific information as to why some police departments have higher levels of marital satisfaction than others. This information could be helpful to new recruits entering the police field and

to those individuals developing services for police department Employee Assistance Programs.

Qualitative methodologies are important tools that need to be utilized to gather information about police officers and their level of marital satisfaction. Qualitative research, such as face to face interviews with police officers and/or their spouses, may elicit different findings than those found in this study. It also may lead to a better understanding of the true dynamics and patterns of a police officer's marital relationship. This information, however, requires publication to assist further research endeavors in the area of police work and marital satisfaction.

The Calgary Police Service may want to consider conducting their own internal study on marital satisfaction. This may serve a two-fold purpose. Firstly, it would assist in gathering more information for Personnel files, based on a higher response rate, as to the total number of married police officers. Secondly, an internal survey may permit more intensive and explorative questions. This could result in an enhanced information base that may reflect a more accurate level of marital satisfaction by the police officers in the Calgary Police Service.

Summary

This study has examined the level of marital satisfaction held by male and female police officers in the Calgary Police Service. A literature review was conducted and provided. Marital satisfaction was described as "...the (individual's) subjective evaluation of their interaction or relationship on a continuum from low to high" (Ishwaran, 1992, p.277). Methodology and instrumentation was described and ethical considerations identified. Results indicated that no significant difference occurred between male and female police officers in the Calgary Police Service and their level of marital satisfaction. In addition, the level of marital satisfaction was very high for police officers in the Calgary Police Service. The only significant differences were found between gender and demographic variables including: age, education, number of years married, whether a member of your family was a police officer and number of years worked as a police officer. The strengths and limitations of the research study have been examined and recommendations for future research have been addressed. It is with great hope this study provoked interest in police work and marital satisfaction and some of the recommendations will be utilized in future research topics.

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APPENDICES

Appendix A

Letter Requesting Study Permission of the
Calgary Police Service

Donna Larsen-Hafner
111 Woodside Road
Airdrie, Alberta
T4B 2E3

January 06, 1997

Chief Constable Christine Silverberg
Calgary City Police Service
133-6 Avenue S.E.
Calgary, Alberta
T2G 4Z1

Dear Chief Constable Silverberg:

I am a graduate student at the University of Calgary working on my master's thesis in social work. I have chosen, as my topic of study, to explore the marital satisfaction of female police officers and male police officers in the City of Calgary Police Service. I am interested in studying the level of marital satisfaction amongst police officers and how gender differences affect member's marriages. My interest in this subject stems from the fact that I am married to a current member of the City of Calgary Police Service. I am also concerned about the possible stereotypes held by the public toward police officer marriages.

I plan to obtain the information necessary for this study through a structured questionnaire that I would like to distribute to the married members of the police service. It is my hope that I would be able to solicit the assistance of the area commanders in completing this distribution. In addition, completion of the questionnaire will be voluntary and will maintain the confidentiality of the police members. A copy of this questionnaire has been attached to this letter for your inspection.

I would appreciate your permission to distribute this questionnaire to the police members as soon as possible as it would be essential to the study.

Thank you very much for your attention to this matter.

Sincerely,

Donna Larsen-Hafner

Appendix B

Letter from the Calgary Police Service
Granting Permission to Conduct Study



Community and Police
Working Together

1997 February 24

Donna Larsen-Hafner
111 Woodside Road
Airdrie, Alberta
T4B 2E3

Dear Ms. Larsen-Hafner:

I have reviewed your request for permission to distribute a questionnaire to members of the Calgary Police Service for the purpose of studying marital satisfaction as part of your graduate work at the University of Calgary. I think that this would be a worthwhile endeavour and would very much like to see your work when it has been completed.

As participation in this study will necessarily have to be on a voluntary basis, I do not think that it would be appropriate to "encourage" participation through our chain of command. I am sure that many of our members will gladly assist you when they read your letter of introduction/consent. You may, as a matter of convenience, use the Service's internal mail system for distribution of your survey, providing that you supply your own stationery.

Good luck with your studies, and please, when your work is done, forward a copy to me so that I may share in what you have learned.

Yours very truly,

Christine E. Silverberg
CHIEF OF POLICE

/blm

cc: Deputy Chief J. Mathews, Bureau of Community Policing Services
Deputy Chief R. Hanson, Bureau of Research, Development & Learning
J. Ingold, CPS Mail Room

Appendix C

Letter to WALMYR Requesting Permission
to Purchase Index of Marital Satisfaction

Walmyer Publishing Co.
P.O. Box 24779
Tempe, Arizona
85285-4779

June 25, 1996

To Whom It Concerns:

I am a graduate student at the University of Calgary working on my master's thesis in social work. I have chosen to study marital satisfaction amongst a specific group in Calgary and wish to utilize your Index of Marital Satisfaction survey by Walter W. Hudson.

I am writing to find out how I obtain permission to access this Index of Marital Satisfaction and also to find out what the cost would be of purchasing approximately 400 copies of this Index.

Obviously, time is of the utmost importance so your quick response would be more than appreciated.

Sincerely,

Donna Larsen-Hafner

Appendix D

Cover Letter to Police Officers Outlining the
Purpose of the Study

Dear Officer:

This letter, a copy of which has been given to you, is only 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. If you would like more detail about something mentioned here, or information not included here, please ask. Please take the time to read this letter carefully and to understand any accompanying information.

I am a graduate student at the University of Calgary completing my master's thesis in social work. My chosen topic of study is the marital satisfaction of Calgary Police Service officers. The purpose of the study is to develop an understanding of three specific areas: 1)the level of marital satisfaction amongst Calgary Police Officers; 2)the relationship between age, ethnicity, years employed etc. and the level of marital satisfaction that exists for Calgary Police Service officers; and 3)gender differences between male and female Calgary Police Officers. You have been chosen as a participant due to your occupation and your marital status.

I am requesting your participation in this study, which will involve completing a brief (5-10 minutes) survey. Your participation is **VOLUNTARY**. If you choose not to participate, you simply decline to complete the survey. If you choose to participate in the study your individual responses will not be identified. To assist, please do NOT include your name or any identifying information on any part of the survey. As well as being anonymous, your responses will be kept confidential in a locked office at the University of Calgary on a computer disc. Upon completion of the analysis of the research the surveys will be destroyed by the researcher. Results of the study may be published however, individual responses will not be reported. Your returning this letter indicates you have understood to your satisfaction the information regarding participation in the research project and agree to participate as a subject. You are free to withdraw from the study at any time. If you have further questions concerning matters related to this research, please contact Donna Larsen-Hafner at ?. If you have any questions concerning your participation in this project, you may also contact Heather Coleman at the University of Calgary, Social Work Department.

The completed survey needs to be returned by **APRIL 20, 1997**. This consent form has been given to you to keep for your records or reference.

Sincerely,
Donna Larsen-Hafner

Appendix E

Index of Marital Satisfaction



INDEX OF MARITAL SATISFACTION (IMS)

Name: _____ Today's Date: _____

This questionnaire is designed to measure the degree of satisfaction you have with your present marriage. It is not a test, so there are no right or wrong answers. Answer each item as carefully and as accurately as you can by placing a number beside each one as follows.

- 1 = None of the time
- 2 = Very rarely
- 3 = A little of the time
- 4 = Some of the time
- 5 = A good part of the time
- 6 = Most of the time
- 7 = All of the time

-
1. ____ My partner is affectionate enough.
 2. ____ My partner treats me badly.
 3. ____ My partner really cares for me.
 4. ____ I feel that I would not choose the same partner if I had it to do over again.
 5. ____ I feel that I can trust my partner.
 6. ____ I feel that our relationship is breaking up.
 7. ____ My partner really doesn't understand me.
 8. ____ I feel that our relationship is a good one.
 9. ____ Ours is a very happy relationship.
 10. ____ Our life together is dull.
 11. ____ We have a lot of fun together.
 12. ____ My partner does not confide in me.
 13. ____ Ours is a very close relationship.
 14. ____ I feel that I cannot rely on my partner.
 15. ____ I feel that we do not have enough interests in common.
 16. ____ We manage arguments and disagreements very well.
 17. ____ We do a good job of managing our finances.
 18. ____ I feel that I should never have married my partner.
 19. ____ My partner and I get along very well together.
 20. ____ Our relationship is very stable.
 21. ____ My partner is a real comfort to me.
 22. ____ I feel that I no longer care for my partner.
 23. ____ I feel that the future looks bright for our relationship.
 24. ____ I feel that our relationship is empty.
 25. ____ I feel there is no excitement in our relationship.
-

Appendix F

Demographic Data Sheet

DEMOGRAPHIC DATA SHEET

The following items will ask questions about you. The information you provide will assist me in describing the general background of those who participated in the survey. Please fill in the correct information or circle the correct box for each question.

1. What is your gender? (Circle one) a) male b) female
2. What is your present age? _____ years
3. How many times have you been married? (circle one) a) 1 b) 2 c) 3+
4. How many years have you currently been married?
 _____ years _____ months
5. How many children do you have in total? (circle one) a) 0 b) 1 c) 2 d) 3 e) 4+
6. How many children currently live at home? (circle one) a) 0 b) 1 c) 2 d) 3 e) 4+
7. To which race do you belong? a) Caucasian b) Minority
8. What is the highest level of schooling you have achieved? (circle one)
 - a) less than a high school diploma
 - b) High school diploma or equivalent
 - c) Business school or technical school graduate
 - d) college diploma
 - e) University degree
 - f) Postgraduate degree
9. What is your occupational rank? (circle one)
 - a) recruit (in training)
 - b) constable
 - c) sergeant
 - d) staff sergeant or higher rank
10. What division do you work in? (circle one)
 - a) patrol
 - b) investigation (detective)
 - c) operational support (canine, mounted, traffic)
 - d) support services (communications)
 - e) other, please specify: _____
11. Do you mostly work shift work? (circle one) a) yes b) no c) sometimes
12. How many years have you worked as a police officer? _____ years
13. Are there any other police personnel in your immediate or extended family? (circle one) a) yes b) no
 If yes, what is (are) your relationship (s) to this person (s)? _____
14. Are you required to attend court on your off days? (circle one) a) yes b) no

If yes, how many days a year do you attend court on your off time? _____ days

15. Are most of your friends police officers? (circle one) a) yes b) no

16. How stressful do you presently find your job? (circle one number)

1 _____ 2 _____ 3 _____ 4 _____ 5 _____
not at all slightly stressful moderately stressful very stressful extremely stressful

17. Are you able to leave your work at the office? (circle one) a) always b) never c) sometimes

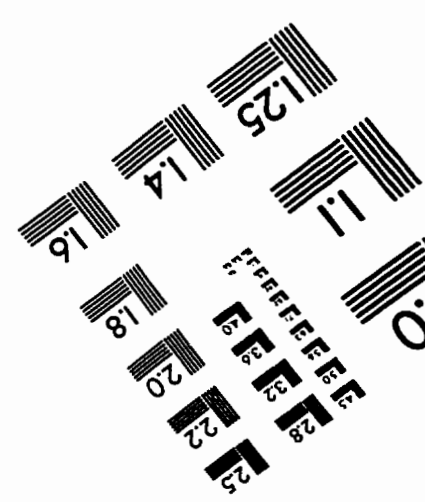
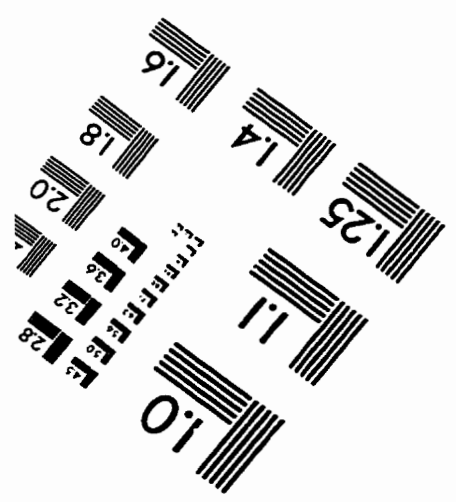
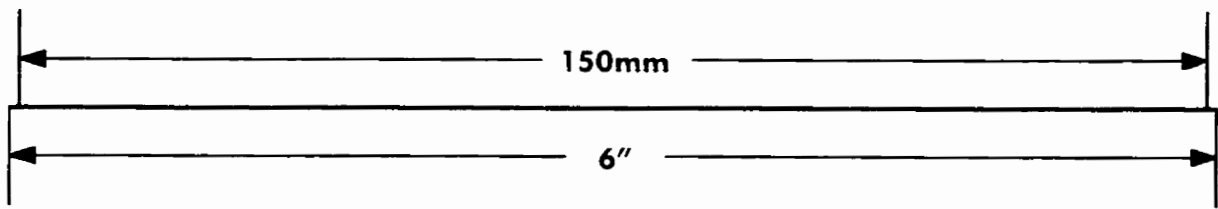
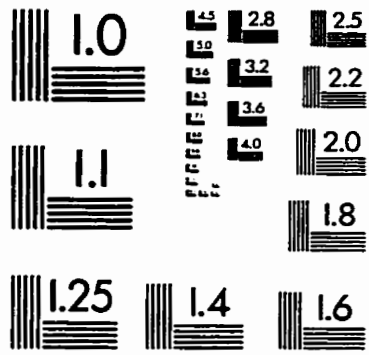
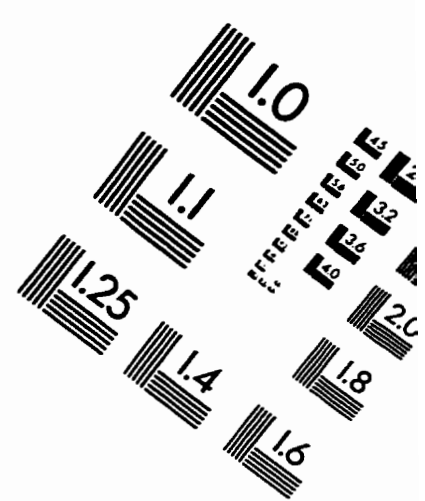
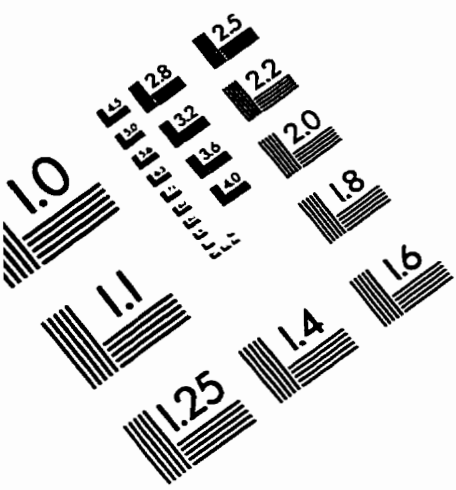
18. How dangerous do you consider your work? (circle one number)

1 _____ 2 _____ 3 _____ 4 _____ 5 _____
not at all slightly dangerous moderately dangerous very dangerous extremely dangerous

19. How supportive do you feel your spouse is of police work? (circle one number)

1 _____ 2 _____ 3 _____ 4 _____ 5 _____
not at all slightly supportive moderately supportive very supportive

IMAGE EVALUATION TEST TARGET (QA-3)



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