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May 30, 1978

A STUDY OF THE RELATIONSHIP BETWEEN HUMAN
VALUES AND MARITAL COMPATIBILITY

by

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A professional paper submitted in partial fulfillment
of the requirements for the degree

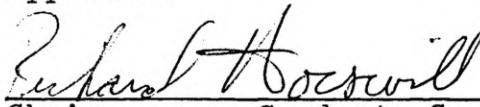
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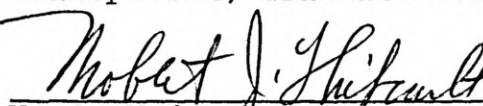
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ABSTRACT

In an attempt to increase understanding of the marital relationship and thereby improve effectiveness of marriage counseling, this study examined the problem of whether or not a relationship existed between personal values and marital compatibility. Other variables, including church and nonchurch affiliation, age, and length of marriage were analyzed for their interaction with these two areas. The Rokeach Value Survey, a ranking scale of 18 terminal and 18 instrumental values, the FIRO-MATE questionnaire consisting of 90 items concerning compatibility, and data sheet were completed by 77 Montana State University faculty couples. The hypotheses tested statistically were: (1) there was no significant relationship between terminal and instrumental values of mates; (2) there was no significant relationship between terminal values and the six measures of compatibility; (3) there was no significant relationship between instrumental values and the six measures of compatibility; (4) there were no significant differences between age groups on each of the eight measures of compatibility and values; (5) there were no significant differences between church and nonchurch affiliated groups on each of the eight measures of compatibility and values; and (6) there were no significant differences among the length of marriage groups on each of the eight measures of values and compatibility. The Pearson product moment correlation coefficient was used to test hypotheses 1, 2, and 3, above, at the .05 level of significance. Least square means and analysis of variance were used to test hypotheses 4, 5, and 6, above, at the .05 level of significance.

The findings of this study were: (1) a significant correlation was found between terminal and instrumental values of mates; (2) no significant correlations were found between the two areas of value and the six areas of compatibility, with one exception; (3) significant differences were found between the age groups and among the length of marriage groups. The following conclusions can be drawn: (1) there is no apparent relationship between values and compatibility of mates; and (2) couples over 40 years old and married 20 years or more showed greater value differences and were more incompatible than other couples.

CHAPTER 1

Introduction

One of the continuing interests in marriage counseling has been the attempt to define factors that contribute to lasting relationships between women and men. Marital researchers have explored the areas of mate selection, role expectations, homogamy, and personality complementarity. Although results have been inconsistent, some general conclusions can be drawn. Mates are selected from a "field of eligibles" which is determined by homogamy of race, ethnic origin, social class, age, religion, and residential proximity. Individuals who are similar are most likely to choose each other as mates and are more likely to have a successful relationship (Kerckhoff & Davis, 1962).

Marital research has been largely concerned with how mates select one another and what personality characteristics are predictive of "successful" relationships. Various instruments and methods have been devised to measure these and other factors. Schutz (1960) developed the Fundamental Interpersonal Relations Orientation-Behavior (FIRO-B) to measure compatibility of interpersonal relationships.

Other studies have attempted to determine whether or not similarity of values influences interpersonal relationships. Rokeach, author of numerous books on values (1960; 1967; 1968b; 1970; 1973), reported in The Nature of Human Values (1973) that similarity of "terminal" values is a significant determinant of compatibility. He devised the Value Survey in which personal values are rank ordered.

The areas of human values and marital compatibility have been studied individually, but there has been little research concerning the possible relationship between them.

Statement of the Problem

Lack of understanding of the relationship between values and compatibility may limit effectiveness of marriage counseling. The objective of this study was to determine whether or not a relationship existed between personal values and marital compatibility. Other variables, including age, church and nonchurch affiliation, and length of marriage, were analyzed to determine if they affect and interact with values and compatibility.

Need for the Study

Whether or not there is a relationship between human values and compatibility of mates may be an important aspect of marital success. The question of why some marriages endure while others do not remains unanswered. The ever increasing divorce rate points to the need for knowledge and understanding of human relationships.

Each individual has personal values which may or may not directly affect compatibility within the marriage. If it can be shown that values and compatibility are directly related, knowledge of this relationship may allow improved marriage counseling.

Rokeach (1973) suggested that in every person's value system there are inherent contradictions of which the individual is unaware. Furthermore, the impetus for value change comes from the individual and is "a result of the process of inspecting and comparing one's own value rankings with those of others" (p. 332). In part, this is what occurs in marriage counseling. Couples have the opportunity to examine and compare their values and to make changes which might reasonably be expected to facilitate mutually satisfying interactions,

and thus, compatibility.

Questions to be Answered

1. Is there a significant relationship between "terminal" and "instrumental" values of mates?
2. Is there a significant relationship between terminal values and marital compatibility?
3. Is there a significant relationship between instrumental values and marital compatibility?
4. Does church or nonchurch affiliation affect and interact with values and compatibility?
5. Does length of marriage affect and interact with values and compatibility?
6. Does age affect and interact with values and compatibility?

General Procedures

In order to study the question of whether or not values were related to compatibility, the researcher mailed a letter describing the proposed study to academic faculty at Montana State University during winter quarter 1978. A response card was enclosed on which faculty and mates indicated whether they would

participate in the study. Research materials were mailed to the participating couples. Each mate completed: (a) the Value Survey in which 18 "terminal values" and 18 "instrumental values" were ranked in order of importance to the individual; (b) the MATE questionnaire (Marital Attitudes Evaluation) consisting of 90 items involving compatibility; and (c) a brief data sheet.

Limitations and Delimitations

The sample was limited to those MSU faculty members and mates who agreed to participate in the study. Therefore, inferences are restricted to the population sampled by the survey.

This study is limited, in part, by the use of the Value Survey because it is a ranking scale and the given values are ipsative. However, Rokeach (1973) stated, "With eighteen values, the extent to which this independence assumption is violated is relatively small, the average intercorrelation being only $-.06$ " (p. 43).

Another consideration is that the forced-choice scale of the Value Survey does not measure intensity of values. For this study, the differences between values

of mates were emphasized rather than intensity.

The FIRO-MATE questionnaire provided an index of compatibility for couples in three need areas. However, it does not give a measure of the degree of importance of each need area.

Couples were directed to complete the study instruments independent of one another. Whether or not this procedure was followed could affect the validity of the study results.

Definition of Terms

Definitions of terms used in this study are those given by Schutz (1960) and Rokeach (1973). The following term is defined by Schutz (1960):

Compatibility. "Compatibility is a property of a relation between two or more persons, between an individual and a role, or between an individual and a task situation, that leads to mutual satisfaction of interpersonal needs and harmonious coexistence" (p. 105).

The following terms are defined by Rokeach: (1973):

Value. "A value is an enduring belief that a specific mode of conduct or end-state of existence is personally or socially preferable to an opposite or

converse mode of conduct or end-state of existence" (p. 5).

Value system. "A value system is an enduring organization of beliefs concerning preferable modes of conduct or end-states of existence along a continuum of relative importance" (p. 5).

Terminal value. "A terminal value is an idealized end-state of existence" (p. 12).

Instrumental value. "An instrumental value is an idealized mode of behavior, and is instrumental to attaining terminal values" (p. 12).

Summary

Although the areas of human values and marital compatibility have been studied, the possible relationship between them has not. The problem of this study was to determine whether or not a relationship existed. Other factors, including age, church and nonchurch affiliation, and length of marriage, were analyzed in terms of values and compatibility. Marriage counseling effectiveness may be improved with knowledge of these relationships.

During winter quarter 1978, participating faculty members and mates completed a Value Survey, the FIRO-MATE questionnaire, and a data sheet. The data were used to answer questions concerning the relationship between values and compatibility and the effects and interactions of other variables.

CHAPTER 2

Review of Literature

Within and among the fields that comprise the behavioral sciences there is disagreement concerning the concept of human values, i.e., what values are, how they can be researched, and what role they play in human behavior. The study of values thus far reveals that values have a selective or directional quality in regards to human behavior. Marital studies have examined the influence of values in mate selection and have tried to define the factors that lead to marital compatibility and a lasting relationship. This review of literature will include: (a) definitions of values; (b) the development and use of instruments that measure values, including the Rokeach Value Survey which is used in this thesis; (c) the role of values in human behavior; (d) the role of values in counseling; and (e) studies concerning mate-selection and compatibility, including a description of the FIRO-MATE instrument which is used in this thesis.

Definitions of Values

What are values and where do they come from?

Values are rooted in the very conditions of human existence; hence that our knowledge of these conditions, that is, of the "human situation," leads us to establishing values which have objective validity; this validity exists, only with regard to the existence of man; outside of him there are no values (Fromm, 1959, p. 151).

Albert described a "cultural value system" which is a "set of principles whereby conduct is directed and regulated and a guide for individuals and the social group." These principles are not the values of any one individual but rather, a composite of the diverse values of individuals and groups "related as complementary elements of a single system" (1968, p. 288).

Values originating within society are characterized by "oughtness." As stated by Heider (1958, pp. 219-221), "Ought is impersonal, relatively invariant, and interpersonally valid" and derives mainly from a person's perception of what is required by society. Allport stated, "A value is a belief upon which a man acts by preference" (1961, p. 454).

In defining "value," Morris wrote about three aspects: (a) "operative values" refer to the preference of "one kind of object rather than another;" (b) "conceived values" are those that "influence to some degree the

course of action;" and (c) "object values" are concerned with the "properties of the object" (1956, pp. 11-12).

Throughout the literature it appeared that the major difference in the use of the term value divides those who focus on the person and his behavior and those who focus on the properties of the object of choice (Smith, 1969). Fallding wrote, "Questions of what value is placed on a thing are the important ones in the study of values, and not simply questions of what things are valued" (1965, p. 224). Rokeach (1973) distinguished between desired values (wishes, wants, and needs) and the desirable values (ideals). Values have been employed in a variety of ways which makes it difficult to assign consistent and precise standards.

Measurement of Values

One of the earlier and more important instruments developed for measurement of values was the "Study of Values" designed by Vernon and Allport (1931). Using "Spranger's sixfold classification of values," Vernon and Allport developed a scale to determine the relative prominence of each of the six values in a given personality. Through a number of questions based on a

variety of familiar situations, the six basic interests in personality were defined as: (1) theoretical; (2) economic; (3) aesthetic; (4) social; (5) political; and (6) religious (Vernon & Allport, 1931, pp. 231-236).

Luri (1937) studied "Spranger's value-types" by using factor analysis. Scored in such a way as to yield four measures corresponding to each of "Spranger's six types" for each subject, Luri wrote "a more plausible and self-consistent system of personality classification can be founded" (p. 36).

An early study of the constancy of personal values was conducted by Whitely (1938). Using the Study of Values test, Whitely obtained four measures of the interests of students and found "a relatively high degree of constancy of the mean scores for the successive administrations of the test" (p. 408).

Hunt (1935) obtained a community evaluation of a set of seventy-six ideals grouped into 17 families. To find which ideals were valued most, the participants ranked the 17 ideals in order of importance. A comparison of values was also made between (a) men and women; (b) marrieds and nonmarrieds; and (c) church-goers and

nonchurch-goers.

More recently, Rokeach (1973) used rank ordering to determine the relative importance of certain values within personal value systems. Subjects were asked to rank order 18 "terminal values," concerned with end-states of existence, and 18 "instrumental values," concerned with modes of conduct. Because Value Survey data from several groups of subjects showed an order effect, Cochrane and Rokeach (1970) tested the hypothesis that subjects were influenced by alphabetical order when ranking the instrumental values. They concluded that "in general the values which appear toward the top of the Instrumental Value Scale are in fact more important to many subjects than values which appear lower" (p. 159).

Gorsuch (1970), Kitwood and Smithers (1975), and others have criticized the Rokeach Value Survey for three main weaknesses: (1) the rank-ordering of values implies that each individual has a hierarchy of personal values and does not allow for the possibility that there may be several values at the same level; (2) because the Value Survey is ipsative there is no way of investigating inter-personal variation; and (3) the test itself may be

projective since the items are presented in only brief phrases. Despite the weaknesses of the Value Survey, Rokeach's conception of value is more accurate than those of earlier researchers (Kitwood & Smithers, 1975).

Role of Values in Human Behavior

"When a person's values are known it often becomes possible to predict with great accuracy how he may behave in given situations" (Snygg & Combs, 1959, p. 105). Rokeach (1973) stated that values are "determinants of behavior" and they are organized into a "value system" (p. 5). Fallding (1965) stated that values are "organizing ends" because many other "satisfactions and actions" are subordinate to them. Furthermore, values can be identified by recognizing certain consistencies in behavior that involve effort and some "correspondence between the behavior and the principles that the person professes to follow" (p. 225). Fallding (1965), Rokeach (1973), and Maslow (1971) contend that value systems are heirarchical in nature. According to Drews (1970), a hierarchy of values is needed because it provides a standard for decision-making.

In describing his concept of the "organismic valuing process" Rogers (1959) stated, "Values are never fixed or rigid, but rather, part of an ongoing process." Experiences are being "accurately symbolized and continually and freshly valued in terms of the , satisfactions organismically experienced; the organism experiences satisfaction in those stimuli or behaviors which maintain and enhance the organism and the self" (p. 210).

Rokeach (1973) described two kinds of "instrumental values"--"moral and competence values"--and the role they play in human behavior. "Moral values" refer mainly to "modes of behavior" and to certain kinds of "instrumental values" that have an "interperson focus." Other "instrumental values," "competence or self-actualization values," have a "personal focus."

Thus, behaving honestly and responsibly leads one to believe that he is behaving morally, whereas behaving logically, intelligently, or imaginatively leads one to feel that he is behaving competently (p. 8).

According to Smith (1969), self-values should receive the focus in the study of human behavior because of the "central part they would appear to play in the

organization and integration of the self" (p. 112).

However, there is much controversy over how to determine these self-values. Smith (1969) stated that self-values are ideally sought through verbal means. But it should not be assumed that all of an individual's values can be stated clearly and precisely by the individual (Snygg & Combs, 1959). As of yet, there is little evidence about the way values are related to the "microstructure of human action, to individual decisions and their implementation" (Kitwood & Smithers, 1975, p. 178).

Values and Counseling

Maslow (1954) and Rogers (1959) suggested that human beings do not function at their very best due to socialization, during which individuals become alienated from themselves. Others suggest the basis of major human choices and conflicts lies in value differences and that the behavior of individuals can be understood if it is considered as determined by a definite value (Kerlinger, 1972; Goldstein, 1959. Maslow stated:

What we have learned is that ultimately, the best way for a person to discover what he ought to do is to find out who and what he is. . . The more

he knows about his own nature, his deep wishes, his temperament, his constitution, what he seeks and yearns for and what really satisfies him, the more effortless, automatic, and epiphenomenal become his value choices (1971, p. 111).

Counseling has as its goal the "facilitation of client growth" and the "maximization of the human potential" (Downing, 1972; Shoben, 1965; Patterson, 1974; Rogers, 1961; Streich & Keeler, 1974). The counselor helps the client toward "self-actualization," which may be defined as an individual's need to fulfill his human potential (Rogers, 1961). Shoben (1965) viewed counseling as providing a "developmental experience" and less a matter of solving problems and making decisions. The counselor has a firm view of the "world of values and judgments" (p. 226). Rokeach (1973) suggested that "the aim of psychotherapy can be conceptualized, at least in part, as an attempt to bring about value change or value re-education in a client or patient" (p. 333). Self-actualizing people have an integrated value system (Streich & Keeler, 1974). Successful counseling, then, may be viewed as changes in the degree of integration of the client's value system or rearrangement of his value priorities (Rokeach,

1973)). The counselor's "primary influence is in the direction of helping his client cultivate the habit of self-examination and the consideration of behavioral alternatives" (Shoben, 1965, p. 226).

Marital Studies

A great deal of marital research has centered around the degree of similarity between husbands and wives. Yet it is obvious that individual psychology must account, to some degree, for the criterion ultimately used in the selection of a mate (Tharp, 1963). Investigations have been extended to determine psychological factors affecting mate selection and the outcome of marriage.

One of the earlier marital studies concerning prediction of adjustment in marriage was conducted by Burgess and Cottrell (1936). They correlated background scores of couples with marriage adjustment scores and concluded that their study pointed to possibilities of more thorough application of prediction techniques to the problem of marriage adjustment.

Kelly (1941) administered the Burgess-Terman-Miles

Compatibility Index to 76 couples married from 1-45 years. A graphic personality rating scale covering 36 personality traits gave an index of personality. The results reported by Kelly were based largely on the relationships that existed between the differences of the husbands and wives personality ratings and the degree of compatibility. Kelly gave a general picture of the relationships: (1) "a high degree of marital compatibility seems to be accompanied by a willingness on the part of both husband and wife to admit the superiority of the spouse; and (2) "the typical husband or wife who considers himself very happily married tends to rate himself above average, but to rate his spouse still higher than himself" (pp. 197-198). Kelly also found compatibility scores to be unrelated to age differences between husbands and wives or to number of years married.

Burgess and Wallin (1953) presented and summarized the work of others along with their own study in a book, Engagement and Marriage. In their study of 1000 engaged couples, Burgess and Wallin used the Thurstone Neurotic Inventory. Of the 42 items of the inventory, 14 showed

a greater than chance expectation for homogamy of engaged couples. Generalizing from their work and other studies, Burgess and Wallin presented a list of personality characteristics that differentiated happy marriages from unhappy:

Happily Married	Unhappily Married
Emotionally stable	Emotionally unstable
Considerate of others	Critical of others
Yielding	Dominating
Companionable	Isolated
Self-confident	Lacking self-confidence
Emotionally dependent	Emotionally self-sufficient

Employing the Thurstone items (obtained before marriage), which were "weighted for maximum discrimination, correlations with marital success scores were .25 for men and .18 for women" (Burgess & Wallin, 1953, p. 529).

Winch (1954) used an abridged and amended version of the classification of needs, "as formulated by H.A. Murray and others," in developing his own theory of "complementary needs" in mate-selection. The basic hypothesis of Winch's theory is that each individual will seek a mate who will provide him or her with "maximum need-gratification" and the need pattern of the chosen mate will be complementary rather than similar (1954).

A study conducted by Ktsanes (1955) supported Winch's theory. Personality information was obtained from a sample of twenty-five young married couples. At the .05 level of confidence the probability for heterogamous choice was .83 or more, and the probability for homogamous choice only .17 or less. "This finding tends to support the basic premise . . . that the need patterns of marriage partners differ" (p. 551).

While Winch's analysis directed attention to the role of personality needs as determinants of values within the marital relationship, later research did not support his theory of complementary needs. Bowerman and Day (1956) questioned Winch's methods in measuring needs. Winch used ratings by two or more judges that were based on the use of one or more of three personal documents: (1) a need interview, designed to elicit information on the subject's needs; (2) a case-history interview; and (3) an eight-card thematic apperception test. In their own study, Bowerman and Day used 60 couples, drawn from college sociology classes, who were either formally engaged or regular dating partners. The instrument used was the Edwards Personal Preference

Schedule (EPPS) which was based in part on Murray's definition and classification of needs, as was Winch's need list. On same-need matching, more evidence for homogamy than for complementarity was found and no evidence was found for different-need matchings.

The EPPS instrument was again used in a study conducted by Schellenberg and Bee (1960) which re-examined Winch's theory. Included in this study were 64 married couples and 36 premarried couples. The results tended slightly in the direction of homogamy. In all, 69 of the 100 couples showed positive correlations of need patterns, including 73 percent of the married sample and 61 percent of the premarried sample. Schellenberg and Bee suggested that more attention should be given to such factors as "a person's organization of values and his evaluation of social roles" in the study of mate-selection (p. 232).

In pursuing the study of homogamy, Schellenberg (1960) found that in personal values, homogamy proved to be the rule. Along with a sample of 100 couples (premarried and married), Schellenberg used 80 other persons for the purpose of artificial matching to control for social

background factors. A simple measure of homogamy was applied to each couple called a "convergence score."

"The convergence score here developed is a measure of the extent to which the characteristics (in this case, personal values) of the two members of a couple are similar" (1960, p. 159). The average convergence score for the 79 artificially-matched couples was 115.8. The average score for married couples was 134.5 and 132.0 for premarried couples. Schellenberg concluded that a substantial part of homogamy in personal values could be explained on the basis of social background factors which had been controlled in the artificial matchings. However, he pointed out that convergence scores of both marrieds and premarrieds were significantly above those of artificially matched couples. Married couples also showed slightly higher value convergence than did premarried couples. Studies by Schooley (1936), Precker (1952) and Izard (1960) provided further support for homogamy. Mutual friends and married couples had personality traits that were significantly more similar than those of subjects paired at random. Furthermore, individuals tended to select friends and

mates whose values resembled their own.

Other researchers, such as Blazer (1963), found an association between similarity of needs and marital happiness. Katz, Glucksberg, and Krauss (1960) suggested that the nature of husband-wife need relationships was different for various need pairings, for different degrees of total satisfaction, and for the sexes. Levinger (1964) reported the usefulness of the FIRO-B instrument for deriving meaningful scores involving need compatibility. Schutz (1960) developed the FIRO scales along with his theory of interpersonal behavior. The instrument measures three interpersonal need areas: (a) inclusion, which is defined as "the need to establish and maintain a satisfactory relation with people with respect to interaction and association;" (b) control, which is defined as "the need to establish and maintain a satisfactory relation with people with respect to control and power;" and (c) affection, which is defined as "the need to establish and maintain a satisfactory relation with others with respect to love and affection" (pp. 18, 20). Two aspects of each of the three need areas are measured as: (a) behavior that

is expressed toward others; and (b) behavior the individual wants others to express toward him. The MATE questionnaire, a specialization of the FIRO, measures feelings as well as behavior.

A relevant study by Kerckhoff and Davis (1962), using the FIRO scales and "Farber's index of consensus," gave added support for both the homogamy and complementarity theories. Ninety-six couples who were engaged or "pinned" were divided into the "long-term" group, having gone together for 18 months or longer, and the "short term" group, having gone together less than 18 months. The couples were asked to rank order 10 standards by which family success might be measured. The rank correlation between the two sets of rankings was the index of consensus. Complementarity scores were computed for each couple using Schutz's (1960) formula for "reciprocal compatibility." Measures of value consensus and need complementarity were shown to be related to a sense of progress toward permanence during a seven-month interval in the "mate selection period" (p. 303).

Summary

Review of the literature has shown that values are defined and employed in numerous ways. The questions of: how values can be researched; what role values play in human behavior and in the counseling situation; and what role values play in a marital relationship have been examined. The investigator suggests that: (a) counseling is concerned, in part, with value change or value re-education; (b) an understanding of personal values is necessary in order to understand a person's behavior; (c) while precise measurement of human values is not yet possible, a value scale does differentiate values among persons or groups; (d) couples tend to have similar personality profiles; and (e) mutual friends and couples are more likely to select others whose values resemble their own.

CHAPTER 3

Procedures

The objective of the study was to determine whether or not a relationship existed between personal values and marital compatibility. Other variables, including age, church and nonchurch affiliation, and length of marriage, were analyzed to determine if they affect and interact with values and compatibility.

Contained in this chapter is a description of the study sample, the areas that were investigated, and the method used for collecting the data. Presented here are the reliability tests for the Value Survey and the mean reproducibility scores for the FIRO scales. The method for the organization of the data is also given.

The null hypotheses for the study are included in this chapter with an explanation of how the data were analyzed. Also noted are the precautions that were taken for accuracy.

Population Description

The sample population consisted of 77 faculty members and mates, and 8 graduate students and mates. Study instruments and data sheets were mailed to

participating faculty winter quarter, 1978. Graduate students and mates received the survey and questionnaire fall quarter, 1977.

The distribution for ages and the distribution for number of years married for the sample population are presented in the following charts:

Age Distribution

	Females	Males
Ages	23-62	24-72
Mean Age	38.7	40

Length of Marriage Distribution

Years Married	0-10	11-20	21-30	31-45
Number of Couples	38	21	18	8

The mean length of marriage was 14.6 years.

Categories of Investigation

Areas that were investigated in this study were:
 (a) terminal and instrumental values; (b) the six areas of compatibility, including: (1) inclusion-behavior,

(2) control-behavior, (3) affection-behavior, (4) inclusion-feelings, (5) control-feelings, and (6) affection-feelings; and (c) the variables, (1) age, (2) church and nonchurch affiliation, and (3) length of marriage in regards to their effect and interaction with compatibility and values.

Irrelevant and Contaminating Variables

The participants were given directions to complete the study instruments independent of their mates. Whether or not this procedure was followed is impossible to ascertain and could potentially affect the validity of the results.

Method of Collecting Data

A cover letter was mailed to MSU academic faculty with an enclosed card on which respondents could indicate their willingness to participate in the study. Upon return of the card, study materials and a letter of explanation were mailed to the participants. These couples received the Value Survey, MATE questionnaire, and data sheet. Two weeks later, a card was sent to all couples reminding them of the approaching date for returning study materials.

Copies of: (1) the cover letter, (2) the response card, (3) the letter of explanation, (4) the sources of the Value Survey and the FIRO-MATE questionnaire, (5) the data sheet, and (6) the reminder card are included in Appendix A, B, C, D, E, and F, respectively.

Reliability and Validity

The reliability of the Value Survey has been determined by Rokeach (1973, p. 33). For an n of 253, the median test-retest reliabilities of terminal values was .70-.80 and .72-.70 for instrumental values of college students at Michigan State University. The time intervals between test and retest varied from 3 to 7 weeks. For longer test-retest time intervals, the median reliability for terminal values, for an n of 420, was .76 after a 3 to 4 month interval and .69 after a 14 to 16 month interval. The median reliability for instrumental values was .65 after a 2 to 4 month interval and .61 for a 14 to 16 month interval.

Furthermore, it was found that there were small significant relationships between terminal value system stability (Rokeach, 1973, p. 35). Reliabilities for terminal values have been found to be consistently

higher than those for instrumental values. Rokeach (1973) suggested three possible explanations for this finding: (1) terminal values may be learned earlier and thus become stabilized earlier; (2) the terminal list may be more complete (there being fewer terminal values than instrumental values), and therefore the respondent is more certain of his rankings; and (3) terminal values may "represent ideas that are more distinctly different from one another than is the case with instrumental values" (p. 34).

Schutz (1960) used reproducibility as the measure of internal consistency since the scales of the FIRO-B are all Guttman scales. (The MATE instrument is a specialization of the basic FIRO instruments, the FIRO-B and FIRO-F). "The usual criterion for reproducibility is that 90 percent of all responses are predictable from knowledge of scale scores" (p. 77). The mean reproducibility of FIRO-B scales was .94 for an n of 1543, mostly college students. Coefficient of stability was determined by administering the FIRO-B to college students at one-month intervals. Two unsatisfactory scales were replaced with earlier versions of the same

scale. These two were given to a smaller sample of students with a one-week interval. "After an examination of the data, .70 was selected as a satisfactory coefficient of stability" (p. 79).

In order to provide more useful information and to demonstrate the degree of stability of the FIRO-B scales, Schutz presented a case "derived from the stability population" in which a group was tested and divided into three approximately equal groups, and assigned the names "high," "middle," and "low." The same classification was made for the retest. Seventy percent of the highs and lows remained in their classified groups and half of the middles retained their status. "The probability of an individual's jumping from a high to a low, or a low to a high, is extremely slight-about 10 percent" (p. 79).

The intercorrelation between FIRO-B scales was obtained from a sample of 108 college students. Significant correlations of .62 and .48 were indicated between expressed behavior (e) and wanted behavior (w) for inclusion and affection. A somewhat smaller, but significant correlation was found between the scales of inclusion (I) and affection (A).

Schutz (1960) based content validity of the FIRO-B on the acceptance of the theory underlying the use of Guttman scales. He stated, "content validity is a property of all legitimate scales" (p. 66).

For the Value Survey, validity was inferred from the fact that the survey differentiated in terms of one or more items, between groups which are generally considered to hold different value systems. However, Rokeach offered no statistical validity studies for this instrument.

Method of Organizing the Data

Data were assembled in tabular form and appear in Tables 1 through 4 of Chapter 4. These data were organized in terms of: (a) the correlation between the six areas of compatibility and the two measures of value; (b) the differences between church and nonchurch affiliation groups on each of the 8 measures of compatibility and values; (c) the differences between the two age groups on each of the 8 measures of compatibility and values; and (d) the differences among the length of marriage groups on each of the 8 measures

of compatibility and values.

Hypotheses

The null hypotheses for this study were:

1. There was no significant relationship between terminal and instrumental values.
2. There was no significant relationship between terminal values and the six areas of compatibility.
3. There was no significant relationship between instrumental values and the six areas of compatibility.
4. There was no significant difference between church and nonchurch affiliation groups on each of the 8 measures concerning values and compatibility.
5. There was no significant difference between the two age groups on each of the 8 measures concerning values and compatibility.
6. There were no significant differences among the three length of marriage groups on each of the 8 measures concerning values and compatibility.

Analysis of Data

Differences between terminal value rankings and instrumental value rankings for mates were summed and

squared. The square roots of these value differences provided measurements of value consensus. The terminal (T) value measurements were then correlated with the instrumental (I) value measurements. The formula used to obtain these value scores is presented in Appendix G of this thesis.

Compatibility scores were determined for couples by using Schutz's (1960) formulas for reciprocal, originator, and interchange compatibility. These formulas can be found in Appendix G. Measurements for behavior and feelings were obtained for mates in the following need areas: (1) inclusion (I), (2) control (C), and (3) affection (A). These six compatibility scores for couples were correlated with the two value measurements for couples by means of the Pearson product moment correlation coefficient.

An analysis of variance was applied to determine whether or not differences existed between (1) the two age groups, (2) church and nonchurch affiliation groups, and (3) among the three length of marriage groups on each of the 8 measures of compatibility and values.

Age group I consisted of mates whose ages were

less than 31 years. Also included were couples having one mate less than 36 years old, but less than three years difference in their ages. Age group II consisted of mates whose ages were over 41 years.

For number of years married, Group I consisted of couples married 11 years or less; Group II couples were married 19 years or less; and Group III couples were married 20 years or more.

Precautions for Accuracy

A computer was used to calculate: the square root of the sum of the value differences squared; the compatibility formulas; the correlation statistic; and the analysis of variance.

All data were processed at Montana State University Computer Lab under the direction of Dr. Albert Suvak.

Summary

The Value Survey, a ranking scale of personal values, the MATE questionnaire, a measurement of compatibility, and a data sheet were completed by Montana State University faculty and mates who willingly participated in the study winter quarter, 1978.

Several graduate students and mates completed the survey and questionnaire fall quarter, 1977.

Composite scores were obtained for terminal and instrumental values and a correlation statistic was used to determine the relationship between them. The two areas of value were also correlated with the six areas of compatibility. Age, church and nonchurch affiliation, and length of marriage groups were analyzed for variance.

It was hypothesized that: (1) there was no significant correlation between terminal and instrumental values; (2) there were no significant correlations among the two value areas and the six compatibility areas; and (3) there were no significant differences between church and nonchurch affiliation groups, between age groups, nor among length of marriage groups on each of the 8 measures of compatibility and values.

CHAPTER 4

Analysis of Data

The data concerning values and compatibility were computed in terms of the following categories: (1) the entire sample consisting of 77 faculty couples and 8 graduate student couples; (2) terminal values; (3) instrumental values; (4) the three areas of compatibility involving behavior; (5) the three areas of compatibility involving feelings; (6) church and nonchurch affiliation groups; (7) the three length of marriage groups, and (8) the two age groups.

Correlation coefficients were determined between terminal and instrumental values of mates. Correlations between the two areas of value and the six areas of compatibility were also obtained. An analysis of variance was used to determine differences between age groups, between church and nonchurch groups, and among length of marriage groups in regards to the 8 measures of compatibility and values.

Questions to be Answered

The first question to be answered was: is there a significant relationship between terminal and instrumental

values of mates: The correlation coefficient between these two areas of value can be found in Table 1. At the .05 level, a significant correlation was found between terminal and instrumental values of mates. Therefore, the null hypothesis was rejected according to this finding.

The second question to be answered was: is there a significant relationship between terminal values and marital compatibility? Table 1 contains the correlation coefficients for terminal values and the six areas of compatibility. No correlations were significant between the value and compatibility measurements. Based on these findings, the null hypothesis for this question was not rejected.

The third question to be answered was: is there a significant relationship between instrumental values and marital compatibility? At the .05 level of significance, a correlation was found between control-behavior and instrumental values. However, no other correlations were significant among the other 5 compatibility areas and instrumental values. Therefore, the null hypothesis was not rejected for this question. The correlation

Table 1

Correlation Coefficients among the Six Areas of
Compatibility and the Two Areas of Value

Areas of Compatibility	Terminal Values	Instrumental Values
Inclusion - behavior	.104	.083
Control - behavior	.108	.224*
Affection - behavior	.172	.099
Inclusion - feelings	.163	.121
Control - feelings	.196	.077
Affection - feelings	.143	.125
Terminal values		.371**

*Significant at the .05 level

**Significant at the .01 level

statistics can be found in Table 1.

The fourth question to be answered was: does church or nonchurch affiliation affect and interact with values and compatibility? Table 2 contains least square means and analysis of variance for the church affiliated group and the nonchurch affiliated group on each of the 8 measures of compatibility and values. No significant difference was found between these two groups. Therefore, the null hypothesis was not rejected.

The fifth question to be answered was: does length of marriage affect and interact with values and compatibility? Table 3 contains least square means and analysis of variance measures among the three length of marriage groups. No significant difference was found between group I and group II concerning the measures of compatibility and values. However, group III differed significantly at the .01 level from groups I and II. Based on the above finding, the null hypothesis was rejected for this question.

The sixth question to be answered was: does age affect and interact with values and compatibility? Results of the least square means and analysis of variance

Table 2

Least Square Means and Analysis of Variance between Church and Nonchurch
Affiliation Groups on Each of the 8 Measures of Compatibility and Values

Church	Compatibility- behavior			Compatibility- feelings			Values		
	I	C	A	I	C	A	T	I	
Affiliation	6.19	7.02	4.60	5.26	4.04	11.24	19.58	22.07	10.00
Non- Affiliation	5.31	5.85	5.59	4.68	5.54	13.19	19.99	22.08	10.28
	5.75	6.44	5.10	4.97	4.79	12.22	19.79	22.07	10.28

Analysis of Variance Summary

Compatibility and values D.F. = 7 x 592; F = 117.419

Church and Nonchurch D.F. = 1 x 592; F = .364

Compatibility, values x church D.F. = 7 x 592; F = .753

Table 3

Least Square Means and Analysis of Variance among Length of Marriage
Groups on Each of the 8 Measures of Compatibility and Values

Length of Marriage	Compatibility- behavior			Compatibility- feelings			Values		
	I	C	A	I	C	A	T	I	
Group I	4.92	5.47	5.63	4.05	4.26	12.36	19.13	21.76	9.70
Group II	7.52	5.89	3.84	5.47	5.36	10.47	18.52	22.21	9.91 ⁴³
Group III	6.28	8.32	6.82	6.46	5.50	14.67	22.10	23.25	11.67
	6.24	6.56	5.43	5.30	5.04	12.50	19.92	22.40	

Analysis of Variance Summary

Compatibility and Values D.F. = 7 x 656; F = 112.091
 Length of Marriage, Groups I, II, III D.F. = 2 x 656; F = 7.857**
 Compatibility, Values x Length of Marriage D.F. = 7 x 656; F = .702

**Significant at .01 level

in regards to the age groups can be found in Table 4. At the .05 level, there was a significant difference between age groups I and II. Because of this finding, the null hypothesis was rejected.

Summary

According to the findings of this study, terminal and instrumental values of mates are significantly correlated. Mates tended to respond in a similar way on terminal and instrumental value rankings.

With the exception of one area of compatibility, terminal and instrumental values of mates were found to be unrelated to marital compatibility.

An analysis of variance of church and nonchurch affiliated couples showed they did not differ significantly from one another in regards to their responses on the Value Survey and MATE questionnaire. However, this was not the case between age groups. Age group II differed significantly from age group I. Mates 40 or over showed greater value ranking differences and were more incompatible. This finding is contrary to Kelly's (1941) results. He found that compatibility scores were unrelated to age differences between

Table 4

Least Square Means and Analysis of Variance between Age Groups
on Each of the 8 Measures of Compatibility and Value

Age	Compatibility- behavior			Compatibility- feelings			Values	
	I	C	A	I	C	A	T	I
Group I	5.43	5.54	5.75	4.45	4.97	12.56	19.05	22.05
Group II	6.65	7.53	5.87	6.15	5.43	13.43	21.28	23.21
	6.04	6.53	5.81	5.30	5.20	13.00	20.16	22.63
								11.19 ⁴⁵

Analysis of Variance Summary

Compatibility and Values D.F. = 7 x 536; F = 95.437

Age, Group I, II D.F. = 1 x 536; F = 5.528*

Compatibility, Values x Age D.F. = 7 x 536; F = .249

*Significant at .05 level

husbands and wives. This study's results also disagree with findings reported by Schooley (1936) which showed increasing similarity between husbands and wives as they grow older concerning certain personality characteristics and values.

Significant differences were determined among the three length of marriage groups. Group III could be distinguished from groups I and II in regards to value and compatibility measurements. This group consisted of couples married 20 years or more and the findings indicated that it had greater value differences than groups I and II. Results also show that group III couples were more incompatible than the other couples. This finding is contrary to Kelly's (1941) results in which compatibility scores were unrelated to number of years married.

Marital adjustment may be one possible explanation for the differences found between older and younger couples. Those mates who had been married for 20 years or more may have learned to adjust to one another despite their apparent differences.

Considering all data, several tentative conclusions

can be drawn concerning this sample of Montana State University faculty and graduate student couples: (a) mates responded in a similar manner on the Value Survey to terminal and instrumental values; (b) mates over 40 years old had greater value differences and were more incompatible than couples less than 40 years old; (c) mates who had been married 20 years or more had greater value differences and were more incompatible than couples married less than 20 years; and (d) there is no apparent relationship between marital compatibility and values of mates.

CHAPTER 5

Summary, Conclusions, and Recommendations

Summary

Marital studies have attempted to define the factors that contribute to successful marriages. In that attempt, researchers have explored the areas of compatibility and values. The objective of this study was to determine whether or not a relationship existed between these two variables. Knowledge of this relationship could be useful to marriage counselors.

Other factors, including age, church and nonchurch affiliation, and length of marriage were examined for their effect upon and interaction with compatibility and value measurements. Seventy-seven faculty couples and 8 graduate student couples completed: (a) the Value Survey, in which 18 terminal and 18 instrumental values were rank ordered; (b) the MATE questionnaire which consisted of 90 items concerning compatibility; and (c) a data sheet.

The literature review presented studies concerning the areas of human values and marital research. From this review it can be stated that: (a) counseling

involves value change or value re-education; (b) a person's behavior is understood in terms of his or her personal values; (c) mates tend to have similar personality traits; and (d) couples and mutual friends tend to select others whose values resemble their own.

The null hypotheses statistically tested were: (a) there was no significant relationship between terminal and instrumental values; (b) there was no significant relationship between terminal values and the 6 measures of compatibility; (c) there was no significant relationship between instrumental values and the 6 measures of compatibility; (d) there were no significant differences between age groups on each of the 8 measures of values and compatibility; (e) there were no significant differences between church and nonchurch affiliation groups on each of the 8 measures of values and compatibility; and (f) there were no significant differences among length of marriage groups on each of the 8 measures of values and compatibility. A correlation coefficient statistic was used to test hypotheses a, b, and c, above, at the .05 level of significance. Least square means and analysis

of variance were applied to test hypotheses d, e, and f, above, at the .05 level of significance.

Findings show a significant correlation between terminal and instrumental values at the .05 level. There was no significant correlation between the two areas of value and the six areas of compatibility, with one exception. There were no significant differences between church and nonchurch groups in regards to the 8 measures of compatibility and values. However, a significant difference was found between age groups and among length of marriage groups on each of the 8 measures of compatibility and values.

Conclusions

1. The results of the statistical analysis of the data show that terminal and instrumental values of mates were significantly correlated. That is, mates responded in a similar manner on the Value Survey to terminal and instrumental values.

2. According to the findings of this study, there was no apparent relationship between personal values and marital compatibility. However, there was one exception concerning an area of compatibility: control-behavior

was significantly correlated with instrumental values.

3. From the results of the data analysis, it was shown that church affiliated couples could not be distinguished from nonchurch affiliated couples in regards to the measures of compatibility and values.

4. The study results show that length of marriage did affect couples' responses to the Value Survey and MATE questionnaire. Mates married 20 years or more had greater value differences and were more incompatible than couples married less than 20 years.

5. Age was found to affect couples' responses concerning values and compatibility. The findings show that couples 40 or older had greater value differences than did younger couples. The results also show these older couples were more incompatible than younger couples.

Recommendations

In order to better understand the workings of marital relationships and why some are more enduring than others, several recommendations are offered here.

It is recommended that this study be duplicated with

a different sample population. Of interest would be to determine whether or not the findings of this study apply to other populations.

This study could be repeated using different instruments to measure values and compatibility. Because one area of compatibility was significantly correlated with instrumental values, other instruments might be more sensitive and conducive to the examination of the possible relationship between values and compatibility. The fact that older couples and couples married longer could be distinguished from other mates, concerning values and compatibility, suggests a need for further research in this area.

The use of a control group for unmarried couples and for artificially matched couples could provide a basis for comparisons with married couples concerning the areas of compatibility and values.

It is also recommended that adjustment to marriage and the marriage partner be investigated for possible affect and interaction with values and compatibility.

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APPENDIXES

Appendix A

Cover Letter



COLLEGE OF EDUCATION

DEPARTMENT OF EDUCATIONAL SERVICES

MONTANA STATE UNIVERSITY, BOZEMAN 59715

January 10, 1978

A study sponsored by the Educational Services Department and conducted by Susan Sindelar under the supervision of Dr. Richard Horswill is being planned to determine the correlation between human values and satisfaction in personal relationships. Because enduring and satisfying relationships are important conditions for emotional and physical health, those factors that constitute such relationships need to be identified. You and your mate could provide the information needed to determine whether or not a relationship exists between these variables.

Your totally anonymous participation would involve completing a brief data sheet, a Value Survey, and a MATE questionnaire. These materials would take less than an hour of your time to complete. By returning the enclosed card the study materials will be sent to you. An abstract of the findings will be mailed to all the participants.

All MSU faculty will receive this request. Would you please indicate on the enclosed card whether you are willing to participate in this study and return it by January 18, 1978? Your cooperation will be very much appreciated.

Thank you.

Sincerely,

A handwritten signature in cursive script that reads "Susan Sindelar".

Susan Sindelar
Graduate Student

Appendix BResponse Card

Please check if you are willing to participate in this study and mail by January 18, 1978. Thank you.

☐ Yes. My mate and I will participate in the study.

Name _____
Please print

Mate's name _____
Please print

Department _____
Please print

Your names are required this time only in order to receive the study materials. They will not appear on any of the forms you return for this study.

Appendix C

Letter of Explanation



COLLEGE OF EDUCATION

DEPARTMENT OF EDUCATIONAL SERVICES

MONTANA STATE UNIVERSITY, BOZEMAN 59715

January 18, 1978

Thank you for participating in this study. I appreciate your cooperation and especially, your interest.

As I stated in my previous letter, your participation will be totally anonymous. The number and letter that appear on your materials are used only for matching pairs.

In completing the Value Survey and the MATE questionnaire, please follow the directions given on each booklet. The data sheet is to be filled out in lieu of the information requested on the booklet covers.

Would you please complete your materials independently of your mate? If you wish, share information before returning the materials to the Educational Services Department. Please attach the enclosed mailing label to the original manila envelope.

I would appreciate receiving your completed materials by January 31, 1978. Upon completion of the study, an abstract of the findings will be mailed to you.

If you have any questions, please contact me through the Educational Services Department at 4933 or call me at 388-4625 in the evenings.

Thank you.

Sincerely,

Susan Sindelar

Susan Sindelar
Graduate Student

Enclosures

Appendix DSources of Instruments

The Rokeach Value Survey can be purchased from
the following publisher:

Halgren Tests
873 Persimmon Avenue
Sunnyvale, California 94087

The FIRO-MATE questionnaire can be purchased from
the following publisher:

Consulting Psychologists Press, Inc.
577 College Avenue
Palo Alto, California 94306

Appendix EData Sheet

Please complete all of the questions by checking or writing a response.

1. What was your age on your last birthday? _____
2. What is your sex?
Female _____
Male _____
3. Are you at present married?
Yes _____
No _____
4. How long have you and your mate lived together? _____
_____ (Please give years and months)
5. Have you ever been widowed?
Yes _____
No _____
6. Have you ever been divorced?
Yes _____
No _____
7. Are you church affiliated?
Yes _____
No _____
8. Do you have children?
Yes _____
No _____
9. Do you have any comments?

Appendix FReminder Card

Once again I want to thank you for participating in the study sponsored by the Educational Services Department. The cooperation of the faculty has been encouraging as evidenced by the returns coming in.

If at all possible, I would appreciate the return of your materials by Tuesday, January 31.

Thanks again.

Sincerely,

Susan Sindelar

Appendix GFormulas

Formula used to determine scores for terminal values
and instrumental values:

$$\text{Value score} = \sqrt{(\sum V_{a_{N(1,18)}} - V_{b_{N(1,18)}})^2}$$

where V_a = value of husband

V_b = value of wife

$N = 1, 18$ which represents the ranking of
terminal values and instrumental values.

Formulas for compatibility as given by Schutz (1960,
pp. 113, 115):

I. Reciprocal Compatibility

$$rK = |e_i - w_j| + |e_j - w_i| *$$

II. Originator Compatibility

$$oK = (e_i - w_i) + (e_j - w_j)$$

III. Interchange Compatibility

$$xK = |(e_i + w_i) - (e_j + w_j)|.$$

*the subscript ij denotes two members of a dyad

Areas of Compatibility				
		I	C	A
Types of Compati- bility	r	rK^I	rK^C	rK^A
	o	oK^I	oK^C	oK^A
	x	xK^I	xK^C	xK^A
Column Sums		K^I	K^C	K^A