Running head: GENDER DIFFERENCES IN PAY EXPECTATIONS

Gender Differences, Job Demandingness and Job Type Factors in Pay Expectations of Others

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Abstract

Building on previous research that has shown that women typically expect to earn less money than males, this study investigated gender differences in pay expectations. 20 female and 21 male participants estimated what different gender target others would earn in jobs that varied by type of job (female-oriented, male-oriented, or neutral) and demandingness (low or high). The data showed that although female subjects estimated overall higher salaries, as expected, female targets were expected to make less money per year than male targets. There was a significant difference in pay expectations for male targets in female-oriented jobs and male-oriented and neutral jobs, but not for female-targets. Evidence from this study has revealed that high demanding jobs elicited higher expected salaries than low demanding jobs. Participants also had higher pay expectations for targets in male-oriented and neutral jobs than in the female-oriented job type. Overall, there were higher pay expectations for male targets, than for female targets, across job type. The results imply that women's work is undervalued and that there is an existing societal belief that women should make less money than men.

Gender Differences, Job Demandingness and Job Type Factors in Pay Expectations of Others

In the United States women have been and continue to be concentrated in the lower-wage earning sector of society. In the past, this was primarily because of the gendered division of labor; women had specific jobs and men had specific jobs, and female jobs generally paid less. Hence, as women have increasingly joined the workforce outside the home, certain jobs and professions that were once strictly allocated to the male gender have become more gender diverse. Although women have broken into many male-dominated fields, occupational segregation (jobs identified as female or male) still exists (Blau & Ferber, 1987). While women have been able to break into positions that are dominated by males, the pay disparity between males and females in the same jobs has persisted. With the influx of women in all jobs and professions, the existence of this discrepancy in pay equity has become more prevalent. In 2002, according to the Bureau of Labor Statistics, women who worked full-time made 77.5 cents to every $1 that their male counterparts made; salary differences exist in instances where women and men have comparable jobs and when education level and work experience are controlled for (Leonhardt, 2003; Jagacinski, 1987). Regardless of the passage of the Equal Pay Act, men still made higher salaries and are favored for more prestigious jobs.

Even though the women's movement has come a long way in the United States, women consistently get paid less. Past research has shown that women expect to get paid less money than men do (i.e. Major & Konar, 1984). There may be a link between expectations and actual pay and there are many possible reasons for this, one being that there is systematic pay discrimination at work and that traditional sexist ideologies prevail (Farmer, Wardrop, & Rotella, 1999). Traditional ideologies perpetuate beliefs that women's work is less valuable and pay

discrepancies may be a direct result of these ideologies. Denmark, Rabinowitz, and Sechzer (2000, p. 209) state that, "the devaluation of women's work is a truism that holds up historically and universally." The justification for the belief that men are traditionally paid more because they are generally the breadwinners for the family no longer exists in a society where most couples have dual incomes: 60 percent of married couples in 1997 lived on dual incomes (Jacobs, 1998). Even though the idea of the male breadwinner no longer holds true and more women are the sole family supporters, men continue to get paid more money than their female counterparts.

Perhaps because of this disparity in compensation, women expect to earn less money than men expect to earn. Major and Konar (1984) found that males had approximately 16.5 percent higher pay expectations for career-entry salaries and almost 46 percent higher pay expectations for career peak (defined as the year they would make the most) than females. This result suggests that the disparity in pay expectations only worsens over time. One implication of lower pay expectations could be lower pay for women; research by Major, Vanderslice, and McFarlin (1984) suggests that salary expectations are related to salary requests (i.e. the lower one's pay expectations, the lower one's salary requests), and higher salary requests often lead to higher salary offers.

If expectations are a principle reason that women are paid less, the issue of pay inequity will only be resolved when we understand that basis for the expectation of lower pay. There are many possible explanations for why women have lower pay expectations. Major and Konar's (1984) study suggests factors that may explain the gender difference in pay expectations, which are: "career path factors (e.g., education, occupational choice); actual job inputs (e.g., effort, performance) and perceived job inputs (e.g., perceived effort, performance); actual and perceived

job characteristics (e.g., difficulty, responsibility); perceived value of job outcomes (e.g., monetary and non-monetary); and perceived inputs and outcomes of referent others (social comparisons)" (p. 778). Of these six, Major and Konar (1984) condensed these six factors into five (career path factors, objective job inputs, perceived job inputs, job facet importance, and social comparison standards), and tested them. In the study undergraduate management students were given two questionnaires, one at the beginning of an internship, which asked questions regarding career path, expected job inputs, and importance placed on different career job outcomes. The second questionnaire, given at the end of the internship asked questions regarding the amount of money they expected to earn at career entry level and at career peak. The students were also asked to predict how much they thought "most people in that field" made at both career points. Students were not given current salary information. They found significant differences between females and males in career paths, job facet importance, and comparison standards. With respect to Career paths, over half of the women and only 10 percent of males had chosen to pursue careers in personnel. In reference to job facet importance, men rated high salary as highly more important than women did, whereas women rated interesting work as highly more important than men did (Major & Konar, 1984). The importance of Major and Konar's (1984) investigation is the evidence that they provide that there are social contributing factors to gender differences in pay expectations.

Expectations are not likely to be the result of ignorance about actual compensation. Martin (1989), found that even when provided with both average salary offer and the range of salary offers, women still expected to earn significantly less than men overall. Based on these results, one would expect that overall pay expectations will be lower for women in a job than men in any job. The results of sex differences in comparison pay estimates suggest that women

expect that "most people in their field" make less than men do (Major & Konar, 1984). Although Major and Konar did not specify the gender of "most people," it was suggested that one reason this may occur is because of social comparisons to same gender referents. Supporting this notion in another study, Major and Forcey (1985) found that when given the choice to view salary information, 63% of the participants preferred to use same-job same-sex information.

When discussing their results, Major and Konar (1984, p. 790) hypothesize "that women personally expect to earn less money than men because they believe that women in general are underpaid relative to men with similar qualifications." Women have also been shown to have lower pay expectations for others; when asked to compare what they thought others with the same education and training as them would make, women had lower pay expectations (Jackson, et al., 1992). Sex of the "others" that they were comparing themselves to was ambiguously left up to perception. Women and men may have assumed that the "others" they were comparing themselves to were the same-gender, i.e., women were comparing themselves to other women. If so, then when the gender of the other is specified, women's pay expectations for men should be higher than for other women.

Another variable that may influence pay expectations is actual and perceived job demandingness, which has not been thoroughly tested. Thacker (1995) explored an aspect of job demandingness, termed "value job level," in studying university employees in 111 positions and their salary determinants. Value job level was determined by 3 "wage and salary analysts" who sorted the 111 different position titles of the subjects into groups of "similarly valued jobs." Unfortunately, no definition of value job level is given. The study found a significant interaction between gender and value job level. Much of the "gender-based disparity" is present at the high-value job level; women in higher value job level jobs were paid much less than men. There was a

significant difference in salary between high- and mid-value job level for men, but not for women. Salaries were virtually the same for females in high- and mid-value job levels. If this is true, then one would expect that people in more demanding jobs will be expected to make more money than people in less demanding jobs (Thacker, 1995). Heckert et al. (2002), tested job characteristics such as "responsibility" and "how physically demanding a job is" among other groups of job characteristics. The study surveyed college freshmen and seniors about their career expectations. The importance of job characteristics was measured using 36 job characteristic items, and the participants were asked to rate their willingness to accept a job of each characteristic. "Although men and women may be giving different ratings of the job characteristics, they do appear to be quite similar in the relative importance of the characteristics" (Heckert, et al., 2002, p. 146). In Heckert, et al.'s study, like others, subjects were instructed to rate given characteristics of a job according to its importance to the person. Thacker's (1995) test of value job level combined with Heckert et al.'s (2002) variable of job characteristics relates to demandingness, which is the degree of responsibility and difficulty of the job.

Job type, defined in research by Gasser, Oliver, and Tan (1998) as the concentration of men and women making up the workforce for that job, has shown to have a relationship with gender differences in pay expectations. In Gasser et al.'s (1998) study, male-oriented jobs tended to elicit higher pay expectations than did female-oriented or neutral-oriented jobs. If this is correct, then people in male-oriented jobs will be expected to make more money than in female-oriented jobs. Also, men had higher pay expectations for male-oriented jobs than women, and women had slightly higher pay expectations for female-oriented jobs than men. This could be because men expect that female-oriented jobs pay less and they merely answered on a lower

scale. If this were the case, then males will be expected to make more money in all job types. Gasser et al. (1998) also suggests that other variables, such as level of prestige, prospective salaries, and education requirements most likely co-vary with job type. Martin (1989) suggests that, possibly in male-oriented jobs women feel less confident in their job success and therefore adjust their salary expectations accordingly. Also, male-oriented jobs are associated with masculine traits, which are more desirable, and have greater prestige, as opposed to female-oriented jobs, which are associated with feminine traits that are seen as less desirable in the workplace; female traits tend to be associated with tasks suited for the home. Due to the fact that female-oriented jobs are generally lower paid, the variable of job type and its relationship to gender and pay expectations is of interest. In a study where sex of "other" was specified Callahan-Levy and Messe (1979) found that women paid other women significantly more than they paid themselves, suggesting that women's pay expectations for themselves are actually lower than their pay expectations are for others.

A principle hypothesis of this experiment is that job demandingness will be a strong determinant of pay expectation in that high demanding jobs will elicit higher pay expectations than low demanding jobs. I would also expect that target sex will show an effect for pay expectations in that pay expectations for male targets will be much higher than pay expectations for female targets. I also believe that job type will be a significant factor for pay expectations in that people will have higher pay expectations for male-dominated jobs than they have for female-oriented jobs.

Method

Participants

Participants were 41 (20 females and 21 males) undergraduate students (30 freshman, 7 sophomores, 3 juniors, and 1 senior) at Hofstra University enrolled in introductory psychology

classes. The ages of the participants ranged from 18 to 23 (*M*= 18.8). The voluntary ethnic background information provided showed that 63.4% of the participants identified themselves as Caucasian/White, 12.2% Asian American, 12.2% Hispanic, 4.9% Persian, 2.4% African American, and 4.9% did not respond. Participants registered independently for the study as a requirement for their class and received course credit for their participation. All responses were anonymous and participants were treated in accordance with the "Ethical Principles of Psychologists and Code of Conduct" (American Psychological Association, 1992).

Design

The experiment was a 2 x 2 x 2 x 3 factorial design. One variable was job demandingness, which had two levels: low demandingness and high demandingness. Another variable was target sex, which had two levels: female and male. Another variable was subject sex, which had two levels: female and male. The final variable was job type, which had three levels: female-oriented, male-oriented, and neutral. Demandingness and job type were within-subjects factors. Target sex and subject sex were between-subjects factors.

Materials

Each participant received a booklet of six job scenarios; the scenarios were presented in one of six orders (determined by a Latin square). Each booklet also contained a consent form and a demographics page. The scenarios in each booklet contained 3 different job types: 2 female-oriented job scenarios, 2 male-oriented job scenarios, and 2 gender-neutral job scenarios. The female-oriented jobs were elementary school teacher and librarian, the male-oriented jobs were engineer and police officer, and the gender-neutral jobs were college professor and writer. Within each job type, participants were given 2 different levels of job demandingness, high and low. Participants were randomly given 1 high-demanding job and 1 low-demanding job scenario

for each job type, i.e. a high demanding elementary school teacher and a low demanding librarian, or a low demanding elementary school teacher and a high demanding librarian; each booklet contained 1 high-demanding female-oriented job, 1 low-demanding female-oriented job, 1 high-demanding male-oriented job, 1 low-demanding male-oriented job, 1 high-demanding neutral job, and 1 low-demanding neutral job. Target sex was manipulated by using male names (Bob, Jim, William, John, Mike, and Ryan) and female names (Carol, Mary, Sarah, Janet, Jenn, and Kate) in the job scenarios. Half of all the booklets contained job scenarios with female targets and the other half received all male targets (See Appendix B for sample scenarios).

Procedure

Participants were divided into 2 groups according to gender (male and female). Each gender group was then randomly assigned to 2 subgroups, yielding four experimental groups: Female Subject-Female Target (n=10), Female Subject-Male Target (n=10), Male Subject-Female Target (n=10), and Male Subject-Male Target (n=11). The participants were given as much time as they needed to complete the questionnaire. For each job scenario, which consisted of three sentences, the participants were asked, "In your opinion, how much money do you think that this person would make per year in this job?" The question was followed by 16 salary range choices, from $21,000-25,000 to $96,000-100,000 (in $5,000 increments) and participants were asked to choose one. When the participants completed the questionnaire they returned them, were debriefed about the study and thanked for their time.

Results

An initial ANOVA revealed that the difference between estimated salaries for police officers and engineers were much larger than any others, producing many interactions, which suggested that the two jobs were not comparable in expected salary. The means for all the

analyses were obtained by using the lower end of the salary interval (e.g., a $21,000-25,000 selection was entered into the analysis as $21,000). The intent of having two different jobs within each job type was to avoid participants comparing two of the same jobs with different levels of demandingness directly to one another when evaluating the scenario, but yet allow demandingness to be a within subjects factor. In order to eliminate the effects and interactions due to the high expectations for the engineer job, the librarian job scenarios, the engineer job scenarios, and the writer job scenarios were eliminated for each subject. Thus the analysis is based on each participant's response to the teacher, the police officer, and the college professor job scenarios and demandingness became a between subjects factor.

The data for 5 variables: subject sex, target sex, demandingness, job type and order were analyzed with a five-way Analysis of Variance (ANOVA). Because there were 41 subjects, only one participant received one of the orders, which made a complete factorial ANOVA impossible; in order to run the initial data analysis that one participant's data were taken out. An examination of the results showed order effects was not significant and produced no interactions, so the data from that participant was included, and a 4-way ANOVA examined the other factors.

Demandingness was significant (F (1,33)= 11.329, p< .002, η^2= .24). High demanding jobs (M= 61.33, SD= 3.12) this and all subsequent means are in thousands of dollars) produced higher expected salaries than low demanding jobs (M= 46.64, SD= 3.05). Target sex was also significant (F (1,33)= 5.393, p< .027, η^2= .14). Expected salaries for male targets (M= 59.06, SD= 3.05) were significantly higher than pay expectations for female targets (M= 48.92, SD= 3.12). Job type was also significant (F (2, 66)= 8.941, p< .001, η^2 = .21). Post-hoc analysis (Tukey HSD) showed that there were significantly lower pay expectations for female-oriented jobs (M= 47.50, SD= 2.33) as compared to male-oriented (M= 57.42, SD= 2.54) and neutral (M=

57.04, *SD*= 3.08) job types. A significant interaction occurred between target sex and job type (F (2,66)= 3.517, p< .035, η^2= .18) and is shown in Figure 1. An examination of Figure 1 shows that there was a greater difference in pay expectations between males in female-oriented jobs (*M*= 48.50, *SD*= 3.27) and males in male-oriented (*M*= 64.58, *SD*= 3.55) and neutral jobs (*M*= 64.08, *SD*= 4.31), than between females in female-oriented jobs (*M*= 46.50, *SD*= 3.34) and females in male-oriented (*M*= 50.25, *SD*= 3.63) and neutral jobs (*M*= 50.00, *SD*= 4.40). The difference between pay expectations for male and female targets in neutral or male-oriented job types was much larger than in female job types.

Discussion

This study was intended to investigate the relationship of job demandingness, gender differences, and job type factors in pay expectations. Evidence from past research supports a strong difference between women's and men's pay expectations: women consistently expect to make less money than men do. The previous research (e.g., Major and Konar, 1984) tested men and women's self-pay expectations, whereas this study measured men and women's pay expectations for others. Gender differences in pay expectations for others has suggested a strong relationship to a societal belief that females will or should make less money. As opposed to evidence that shows people's own perceptions of what they themselves would make, the evidence here shows that men and women have lower pay expectations for females overall, which is suspected to be related to a societal bias.

Job demandingness (the overall demands of the job, such as difficulty, degree of responsibility and described job expectations) had what seemed to be an obvious link to pay expectations, but had very little supporting evidence in the literature, produced a significant effect on pay expectations. The data show that participants expected targets in high demanding

job scenarios to get paid approximately $14,700 more per year than targets in low demanding jobs. This means that perceived demandingness of a job influences pay entitlement. This is evidence that difficulty and responsibility of a job enter into the decisions for pay expectations and that the more difficult a job seems, the more people are expected to make; logic would seem to imply that the more responsibility and difficulty the higher the compensation should be. However the lack of an interaction between demandingness and any other variables is surprising. One would have expected that the gender specific disparity in pay expectations would have interacted with demandingness. Instead, the results show that regardless of any gender differences, males and females in higher demanding jobs are expected to make more money than males and females in low demanding jobs. This idea offers hope that, regardless of gender, hard work associated with high responsibility and high difficulty, is rewarded.

An effect of target sex would provide evidence that both male and female subjects believe that women should make less money (Farmer, et al., 1999). As expected the sex of the target in the job scenario was significant. Female targets were expected to make approximately $10,100 less per year than male targets. This shows that females and males expect females to make less money, and they are therefore tied to the discriminatory belief that women inevitably make less money. The significance of target sex clearly points to the strength of social discrimination in pay expectations for women. Perhaps the most serious implication of the significance of target sex in pay expectations is in the selection processes. Past research has suggested that pay expectations lead to salary requests, which then lead to actual salary compensations (Major, et al., 1984). To apply these results to the real world, if in an interviewer possesses a preconceived notion that women should be or are paid less, then the woman interviewee is at an instant disadvantage in that they will be offered a lower salary than men.

Even if the woman is qualified for the position the association of the female gender with lower pay will be prevalent and will influence the pay they are offered. Preconceived notions are difficult to abandon and even more difficult to recognize. When combining the results of this study that both females and males expect females to make less and Major and Konar's (1984) findings that women expect themselves to make less money, this could manifest into a self-fulfilling prophecy. The concept of a self-fulfilling prophecy has been defined by Baron and Byrne (2003, p. 82) as "predictions that, in a sense, make themselves come true." The self-fulfilling prophecy could occur on both sides of the interview. The interviewer could consciously or unconsciously believe that women should make less and in turn pay women less; the employer's expectations translate into a lower offer, which in turn translates into lower pay. This may contribute to the lower expectation on the woman's part. On the other hand women and girls will believe that they should make less and it perpetuates into making less money, in a sense, handicapping themselves. Perhaps, the expectation to make less translates into the behavior of asking for less, which then is fulfilled by the employer.

When referring to job type, since the analysis was based on responses to three job scenarios: elementary school teacher, police officer and college professor, elementary school teacher can be used interchangeably with the female-oriented job type, police officer with male-oriented job type, and college professor with neutral job type. Because there was only one female job type, one cannot be definite whether or not subjects were responding to female-oriented job type or to teacher. Also, perhaps participants were responding to police officer and college professor in the same way because they did not see them as different job types. Gasser et al. (1998, p. 39) maintain that type of job "should be assumed to be defined by systematic variations in multiple variables" such as social norms. This study is consistent with Gasser et al.'s (1998)

claim that their measurement of job type, concentration of gender in one job, though imprecise, is better for applied use because it is objectively assessed, national standards are available, and it is an important variable given the theoretical relevance presented in past research (e.g., Jackson et al., 1992; Major & Konar, 1984; and Martin, 1989).

Job types are created when jobs are overwhelmingly occupied by one gender. Since job type is associated with gender, it is important in understanding gender differences in pay expectations. There were minimal differences between means for male-oriented and neutral job types. Targets in female-oriented jobs were expected to make approximately $9,700 less per year than targets in male-oriented and neutral job types. Job type seems to carry with it a stigma that influences pay expectations, in which male-oriented jobs are expected to have higher compensation than female-oriented jobs. In looking at the implications of job type, we recognize that they say a lot about social standards. The jobs that were analyzed were elementary school teacher, police officer and college professor. Apparently police officers and college professors are rated equally in pay expectations. Since the job of an elementary school teacher is a female-oriented job it is clearly associated with lower pay, as would be expected to also apply to other female-oriented jobs. The existence of occupational segregation is evident (Blau & Ferber, 1987); the majority of the elementary school teacher workforce is female it is clearly associated with lower pay, as opposed to the police force, which is predominately male and was associated with higher pay.

Perhaps the most notable effect in the experiment is the interaction between target sex and job type. The mean pay expectation for male targets in male-oriented or neutral job types was about $15,800 more than for male targets in female-oriented job types. Both male and female participants have much higher expectations for males in job types that are not typically female,

but there are no significant differences for female targets across job type. The lack of an interaction with subject sex suggests that both females as well as males have higher pay expectations for males in all job types. The difference between pay expectations for female targets and male targets in female oriented jobs is only about $2,000, but the difference between female targets and male targets in male-oriented and neutral jobs becomes much greater, approximately $14,200. Along with job type, target sex plays an important role in determining pay expectations. In Thacker's (1995) study salaries for females in high-level jobs were virtually the same as females in mid-level jobs. Evidence from this experiment shows that the difference in expected pay between men and women is far greater in male-oriented and neutral jobs than in female-oriented jobs, i.e. male elementary school teachers are expected to make only slightly more than female elementary school teachers, but male police officers and professors are expected to make far more money than female police officers and professors. Perhaps this result is a demonstration of the glass ceiling effect, which is defined by Denmark, et al. (2000, p. 448) as "the phenomenon in the workplace whereby women are unable to attain the highest levels in the corporate ladder hierarchy"; arguably, this would also include the pay hierarchy because higher positions are linked to higher pay. Although women may be able to get jobs in male dominated positions, they still may not make as much money as males in those higher positions. The results of this study show that female targets in male-dominated jobs are not expected to make nearly as much as male targets in those same jobs, suggesting that males are more valued in female-oriented jobs, than females are in male-oriented jobs. Another implication of this interaction is that because men are expected to make more money in male-oriented and neutral jobs, this would detract them from integrating into female-oriented jobs.

Although, there was no significant evidence found to support the hypothesis that women's pay expectations for men are higher than for other women, subject sex approached significance ($F(1,33) = 2.591$, $p < .117$). This is apparently inconsistent with Major and Konar's (1984) finding that women expected that "most people in their field" made less than men did: female subjects in this study tended to have higher pay expectations than male subjects, regardless of the target sex. However, Callahan-Levy and Messe (1979) found that women paid other women significantly more than they paid themselves. This suggests that women may have higher pay expectations for other women, but still have lower pay expectations for themselves. The fact that higher pay expectations for male targets was consistent for both subject sexes demonstrates that the belief that women should or would make less is prevalent for both genders.

This experiment provides evidence to support the notion that gender differences in pay expectations do in fact exist and are as prevalent as ever, even amongst a group of people that are inexperienced with the world of work beyond college. The majority of the participants in this study were college freshmen who are already assigning women to the lower-wage earning sector of society. Gasser et al. (1998) suggest that the association of higher pay with male-oriented jobs can occur as early as the age of 10. By the time teens enter college they already have preconceptions affiliated with gender biases. In order to stop these biases from perpetuating from generation to generation we must educate girls, boys, women and men about gender equality. We must also eliminate the prejudice that is associated with different jobs being feminine or masculine, or men's work being more valued than women's work. We need to teach young people not to assign value to qualities that are connected with one gender over the other.

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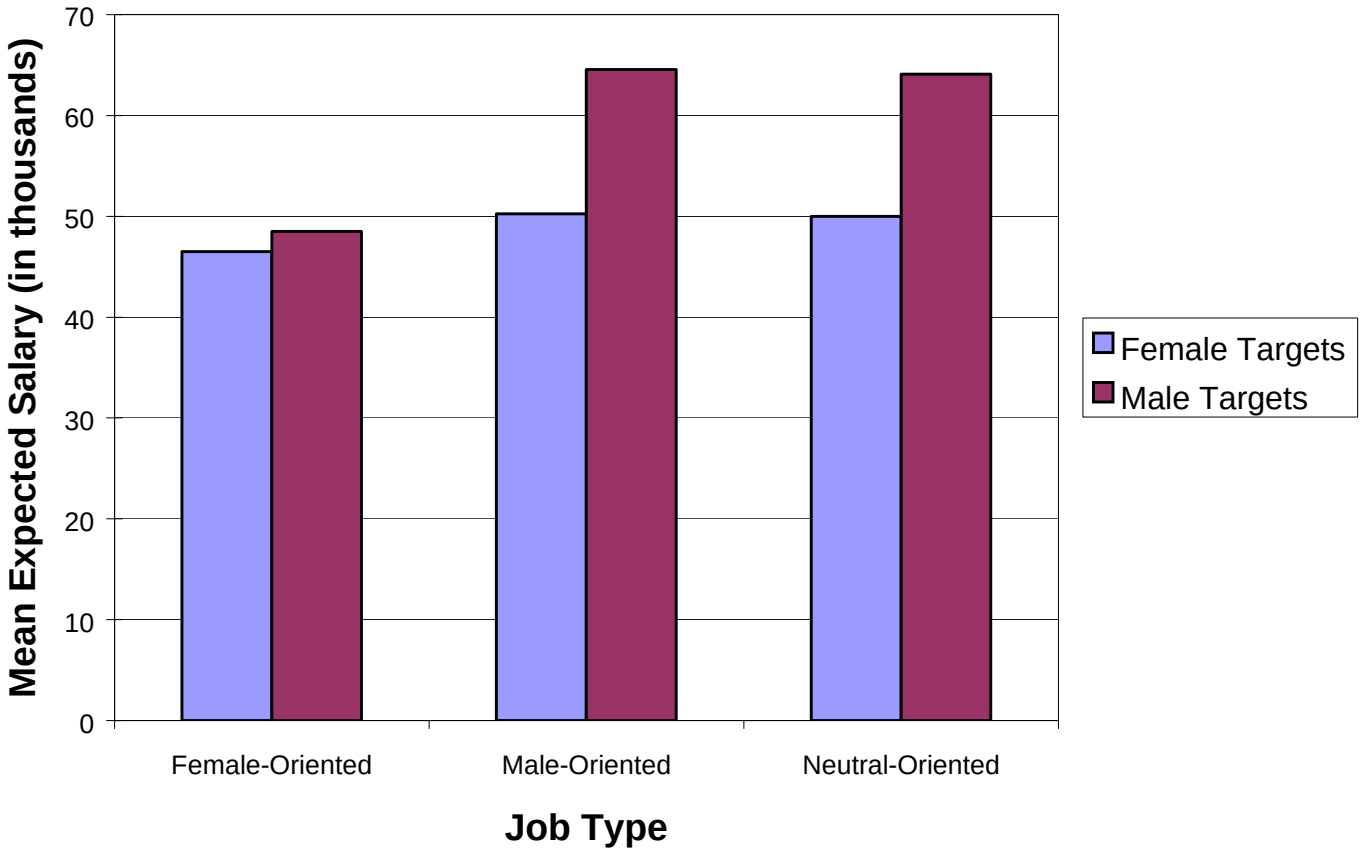
Figure Caption

Figure 1. Mean expected salaries for female and male targets across job types.


Mean Expected Salary (in thousands)
70
60
50
40
30
20
10
0
Female-Oriented
Male-Oriented
Neutral-Oriented
Job Type
Female Targets
Male Targets

Appendix A

Informed Consent

Dear Participant:

My name is Michele Owens and I am an undergraduate student here at Hofstra University. I am conducting research as part of my undergraduate senior honors thesis.

The experiment today will consist of reading a few brief job scenarios. After reading the scenario you will be asked to give your opinion as to what salary you think that the person in the scenario would make. Please note: when handed in the signed consent forms will be separated from the responses and all responses are anonymous.

If you have any questions or concerns regarding this study, or if you are interested in receiving a copy of the results, please contact:

Michele Owens
Anastasia775@aol.com

or

Dr. Marc Carter
Department of Psychology
marc.carter@hofstra.edu

*Before turning to the next page, please fill out the following consent form.

I _____ consent to participate in the research study
(Print Name)
conducted by Michele Owens. I acknowledge that I can withdraw from this study without loss of credit at anytime.

Background Information

Gender: **Female _____** **Male_____**

Age: **_____**

Year: **Freshman _____**

Sophomore _____

Junior _____

Senior _____

Racial/ Ethnic Background (optional):

African American _____

Asian American _____

Caucasian/ White _____

Hispanic _____

Native American _____

If not listed above, please specify _____

Appendix B

Sarah has been an elementary school teacher for five years. She teaches fourth grade at an elementary school in a large city. She has 35 students in her class, 8 of which have learning disabilities and 4 have behavioral problems (i.e. ADHD). Her students attend 1 special class (i.e. art, gym, library, and music) everyday, during which time Sarah must stay with the class.

In your opinion, how much money do you think that this person would make per year in this job? Please check (X) one:

$21,000-25,000 _____
$26,000-30,000 _____
$31,000-35,000 _____
$36,000-40,000 _____
$41,000-45,000 _____
$46,000-50,000 _____
$51,000-55,000 _____
$56,000-60,000 _____
$61,000-65,000 _____
$66,000-70,000 _____
$71,000-75,000 _____
$76,000-80,000 _____
$81,000-85,000 _____
$86,000-90,000 _____
$91,000-95,000 _____
$96,000-100,000 _____

Sarah has been an elementary school teacher for five years. She teaches first grade at a local elementary school. She has 20 students in her class. Her students attend 2 special classes (i.e. art, gym, library, and music) everyday, during which time Sarah is free to prepare her classroom for the day's lessons.

In your opinion, how much money do you think that this person would make per year in this job? Please check (X) one:

$21,000-25,000 _____
$26,000-30,000 _____
$31,000-35,000 _____
$36,000-40,000 _____
$41,000-45,000 _____
$46,000-50,000 _____
$51,000-55,000 _____
$56,000-60,000 _____
$61,000-65,000 _____
$66,000-70,000 _____
$71,000-75,000 _____
$76,000-80,000 _____
$81,000-85,000 _____
$86,000-90,000 _____
$91,000-95,000 _____
$96,000-100,000 _____

Janet has been a librarian at the local public library for five years. She is the director of the reference section, which includes scientific and trade journals. She is responsible for ordering new journal subscriptions, and also manages the budget for the reference section.

In your opinion, how much money do you think that this person would make per year in this job? Please check (X) one:

$21,000-25,000 _____
$26,000-30,000 _____
$31,000-35,000 _____
$36,000-40,000 _____
$41,000-45,000 _____
$46,000-50,000 _____
$51,000-55,000 _____
$56,000-60,000 _____
$61,000-65,000 _____
$66,000-70,000 _____
$71,000-75,000 _____
$76,000-80,000 _____
$81,000-85,000 _____
$86,000-90,000 _____
$91,000-95,000 _____
$96,000-100,000 _____

Janet has been a librarian at the local public library for five years. She is the director of the children's library, which includes books for children in nursery school through fourth grade. Her job includes scheduling events, such as puppet shows and organizing the reading club.

In your opinion, how much money do you think that this person would make per year in this job? Please check (X) one:

$21,000-25,000 _____
$26,000-30,000 _____
$31,000-35,000 _____
$36,000-40,000 _____
$41,000-45,000 _____
$46,000-50,000 _____
$51,000-55,000 _____
$56,000-60,000 _____
$61,000-65,000 _____
$66,000-70,000 _____
$71,000-75,000 _____
$76,000-80,000 _____
$81,000-85,000 _____
$86,000-90,000 _____
$91,000-95,000 _____
$96,000-100,000 _____

Jennifer has been a police officer in a large city for five years. She works the night shift in an area where dangerous crimes, such as assault, automobile theft, and homicide often occur.

In your opinion, how much money do you think that this person would make per year in this job? Please check (X) one:

$21,000-25,000 _____
$26,000-30,000 _____
$31,000-35,000 _____
$36,000-40,000 _____
$41,000-45,000 _____
$46,000-50,000 _____
$51,000-55,000 _____
$56,000-60,000 _____
$61,000-65,000 _____
$66,000-70,000 _____
$71,000-75,000 _____
$76,000-80,000 _____
$81,000-85,000 _____
$86,000-90,000 _____
$91,000-95,000 _____
$96,000-100,000 _____

Jennifer has been a police officer in a suburb just outside a large city for five years. She works in an area where the crimes she sees most often committed are shoplifting, traffic violations, and domestic disturbance.

In your opinion, how much money do you think that this person would make per year in this job? Please check (X) one:

$21,000-25,000 _____
$26,000-30,000 _____
$31,000-35,000 _____
$36,000-40,000 _____
$41,000-45,000 _____
$46,000-50,000 _____
$51,000-55,000 _____
$56,000-60,000 _____
$61,000-65,000 _____
$66,000-70,000 _____
$71,000-75,000 _____
$76,000-80,000 _____
$81,000-85,000 _____
$86,000-90,000 _____
$91,000-95,000 _____
$96,000-100,000 _____

Kate has been an architectural engineer for five years. Her projects include building skyscrapers and other large buildings. Her projects are high pressure and have big budgets.

In your opinion, how much money do you think that this person would make per year in this job? Please check (X) one:

$21,000-25,000 _____
$26,000-30,000 _____
$31,000-35,000 _____
$36,000-40,000 _____
$41,000-45,000 _____
$46,000-50,000 _____
$51,000-55,000 _____
$56,000-60,000 _____
$61,000-65,000 _____
$66,000-70,000 _____
$71,000-75,000 _____
$76,000-80,000 _____
$81,000-85,000 _____
$86,000-90,000 _____
$91,000-95,000 _____
$96,000-100,000 _____

Kate has been an architectural engineer for five years. Her projects include building homes, mini-malls, and other low budget construction projects.

In your opinion, how much money do you think that this person would make per year in this job? Please check (X) one:

$21,000-25,000 _____
$26,000-30,000 _____
$31,000-35,000 _____
$36,000-40,000 _____
$41,000-45,000 _____
$46,000-50,000 _____
$51,000-55,000 _____
$56,000-60,000 _____
$61,000-65,000 _____
$66,000-70,000 _____
$71,000-75,000 _____
$76,000-80,000 _____
$81,000-85,000 _____
$86,000-90,000 _____
$91,000-95,000 _____
$96,000-100,000 _____

Carol is an undergraduate professor in her fifth year at a University. She teaches 3 high level biology classes, 2 of which have lab requirements. She also co-teaches, with two other professors, a special topics class for pre-med seniors. Carol is expected to publish individual research on a regular basis, and advise pre-med students.

In your opinion, how much money do you think that this person would make per year in this job? Please check (X) one:

$21,000-25,000 _____
$26,000-30,000 _____
$31,000-35,000 _____
$36,000-40,000 _____
$41,000-45,000 _____
$46,000-50,000 _____
$51,000-55,000 _____
$56,000-60,000 _____
$61,000-65,000 _____
$66,000-70,000 _____
$71,000-75,000 _____
$76,000-80,000 _____
$81,000-85,000 _____
$86,000-90,000 _____
$91,000-95,000 _____
$96,000-100,000 _____

Carol is an undergraduate professor in her fifth year at a University. She teaches 2 biology classes. One class is an introductory biology class that she teaches the lecture for and her teaching assistant teaches the lab. The other class is an elective biology class for non-majors with no lab requirement. Carol has participated in some collaborative research, but is not expected to publish on a regular basis.

In your opinion, how much money do you think that this person would make per year in this job? Please check (X) one:

$21,000-25,000 _____
$26,000-30,000 _____
$31,000-35,000 _____
$36,000-40,000 _____
$41,000-45,000 _____
$46,000-50,000 _____
$51,000-55,000 _____
$56,000-60,000 _____
$61,000-65,000 _____
$66,000-70,000 _____
$71,000-75,000 _____
$76,000-80,000 _____
$81,000-85,000 _____
$86,000-90,000 _____
$91,000-95,000 _____
$96,000-100,000 _____

Mary has been a writer at a large city newspaper for five years. She is responsible for publishing a daily column that is expected to be ready for print by 6:00PM everyday. Mary's column is scientific in nature and oftentimes requires quite a bit of research.

In your opinion, how much money do you think that this person would make per year in this job? Please check (X) one:

$21,000-25,000 _____
$26,000-30,000 _____
$31,000-35,000 _____
$36,000-40,000 _____
$41,000-45,000 _____
$46,000-50,000 _____
$51,000-55,000 _____
$56,000-60,000 _____
$61,000-65,000 _____
$66,000-70,000 _____
$71,000-75,000 _____
$76,000-80,000 _____
$81,000-85,000 _____
$86,000-90,000 _____
$91,000-95,000 _____
$96,000-100,000 _____

Mary has been a writer for a small town newspaper for five years. She writes a weekly column, in which she reports on local entertainment. Her job requires that she attend weekly entertainment events such as, movies, plays, and concerts.

In your opinion, how much money do you think that this person would make per year in this job? Please check (X) one:

$21,000-25,000 _____
$26,000-30,000 _____
$31,000-35,000 _____
$36,000-40,000 _____
$41,000-45,000 _____
$46,000-50,000 _____
$51,000-55,000 _____
$56,000-60,000 _____
$61,000-65,000 _____
$66,000-70,000 _____
$71,000-75,000 _____
$76,000-80,000 _____
$81,000-85,000 _____
$86,000-90,000 _____
$91,000-95,000 _____
$96,000-100,000 _____