

**Future Work and Family Plans of Traditional Women,  
Nontraditional Women and Men**

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Future plans and psychological differences between Traditional and Nontraditional college women and men were compared in order to determine if women could be considered a heterogeneous group and whether both groups differed from men. The study included undergraduates from the University of Pittsburgh ( $N = 1809$ ), located in the northeastern region of the United States, and utilized data collected from 1994, 1997, 2001, 2004, and 2010. Traditional women, Nontraditional Women and men were compared on several items including an Achievement Motivation Scale (Spence & Helmreich, 1983), work values (MOW International Research Team, 1987), and the Attitudes toward Women Scale (Spence & Helmreich, 1972). On all of the achievement related items, as hypothesized, Traditional women had the lowest scores with Nontraditional women and men scoring significantly higher. As hypothesized, both Traditional and Nontraditional women rated having a job that will help others higher than men did. Also as predicted, men had the least egalitarian attitudes toward women followed by Traditional women with the next highest scores and Nontraditional women with the most egalitarian values. Researchers discuss implications for the consideration of women as a heterogeneous group.

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