

EMOTIONAL LABOUR AND GENDER HEALTH: Bitter Truth of Dual Earner(With special reference to Metropolitan families)

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The World Health Organization defines health not only as the absence of disease, but also as a state of complete physical, mental and social well-being. However, we generally speak of health as a physical component and its counterparts, social and psychological, are usually ignored. It has been observed that people who are not expressive and suppress their emotions have a higher risk of illness than people who are more emotionally expressive. Doctors and health professionals believe that these negative emotions can be the cause of various ailments.

There is a strong relationship between emotions and health, which is evident in emotional work. The most distinctive aspect of emotion is the sensitive component. In emotional work, the individual's constant effort is to regulate and suppress their emotions to meet the demands of the organization. When the goal is achieved, they are happy, but when their true emotional emotions clash with regulated emotions that are different from the emotional ones, the individual feels depressed and irritated.

The physiological aspects of emotions include evoking and inhibiting reactions, which in turn stimulate the sympathetic nervous system. When the sympathetic nervous system is excited, the heart rate increases, the pupils dilate, which increases the secretion of adrenaline and controls the secretion of gastric juice. Now the person is ready to fight or join forces. If the stress continues for a shorter time, the physiological condition is restored, but if the stress is prolonged, it is difficult for the individual to return to normal, causing pain, tissue damage, and malfunctioning of various organs. Various problems observed due to prolonged stress due to this emotional labor are asthma, sinus problems, high blood pressure, unwanted skin ulcers, and colds.

It is usually seen that multiple winners, especially women, depending on the situation, show emotions appropriate to the situation, but in such cases suppress or hinder their true feelings. This variation between the actual felt emotions and the modified emotions is the emotional work that really affects the health of the sexes as they are busy manipulating their emotions to strike a balance between their personal and professional lives. Researchers have shown that inhibiting the expression or emotion reduces behavioral activity, but in turn enhances the autonomic nervous system, thereby increasing physiological activity in the cardiovascular and nervous systems and weakening the immune system. (Pennebaker 1985), Hypertension and Cancer Risk (Blackburn 1965, Gross 1989, King and Emmons 1990, Smith 1992 & Cox and Macay, 1982 & Derogates et al 1979)

A major issue of people's emotional work has attracted the attention of organizations, and health organizations in particular, where they combine employee effectiveness with emotional work. They believe that workers do their best and can reach their full potential, problems need to be solved. Findings for members of the health professions (Maslach, 1982), especially those who work in patient care and care jobs, constantly endure maximum emotional work because they always have to stand by the patient's side with a smile to express their emotions when necessary. change leads to emotional dissonance which leads to emotional work.

Even more depressing is the situation for dual breadwinners, where husband and wife struggle to earn easy money but women fall victim to emotional labor because they find it difficult to strike a balance between personal and professional life, which hinders gender health. Research also supports emotional work, increasing the risk of job satisfaction and burnout (Kahn, 1993), self-isolation Ashforth and Humphrey (1993), Kruml and Geddes emotional exhaustion (2000a), stress at work Pugliesi (1999), feelings of lying by Erickson and Wharton (1997) and physical symptoms by Schaebrook and Jones (2000). In short, this leads to low self-esteem, depression, negativity, and self-isolation. (Richman, 1988).

However, it was observed that when a person actually acts and does not manipulate real emotions to fit his role in the organization, so that those who have made job choices enjoy job autonomy and receive organizational support, do not tolerate emotional work. Because of the need to analyze the relationship between gender health and emotional occupation in multiple-income families in metropolitan families, certain dependent variables were used.

Variablesutilised:

1. Concealment of emotions at workplace

2. Satisfaction level at workplace
3. Frequency and occurrence of diseases
4. Health benefits
5. Stress relieving exercises
6. Proper meals
7. Alcoholism or drug addition
8. Official pressure
9. Declining personal relationship
10. Safety and security

Paired Samples tTest;-The paired sample test compared two sets of the same person in an analysis in which we included male and female respondents for gender health issues in the presence of emotional occupation. The two tools usually represent two different times (biological category or type of work). The purpose of the test is to determine whether there is statistical evidence that the mean difference between paired observations for a given outcome is significantly different from zero. Paired t test is a parametric test.

Hypothesis:-

The hypotheses can be expressed in two different ways that express the same idea and are mathematically equivalent:

$H_0: \mu_1 = \mu_2$ ("the paired population means are equal")

$H_1: \mu_1 \neq \mu_2$ ("the paired population means are not equal")

OR

$H_0: \mu_1 - \mu_2 = 0$ ("the difference between the paired population means is equal to 0")

$H_1: \mu_1 - \mu_2 \neq 0$ ("the difference between the paired population means is not 0")

where

- μ_1 is the population mean of variable 1, and
- μ_2 is the population mean of variable 2.

Paired Samples Statistics

	Mean	N	Std. Deviation	Std. Error Mean
Pair 1 Gender	1.5000	500	.50050	.02238
you hide your emotions with your seniors or colleagues	1.7000	500	.45872	.02051
Pair 2 Gender	1.5000	500	.50050	.02238
How often do you	2.9000	500	1.43322	.06410
Pair 3 Gender	1.5000	500	.50050	.02238
Your company provides health benefits	1.5000	500	.50050	.02238
Pair 4 Gender	1.5000	500	.50050	.02238
You do stress relieving exercises	1.5400	500	.49890	.02231
Pair 5 Gender	1.5000	500	.50050	.02238
You take meals at proper timings	1.6800	500	.46694	.02088
Pair 6 Nature of Job	1.4800	500	.50010	.02237
Your company provides health benefits	1.5000	500	.50050	.02238

Paired Samples Correlations

	N	Correlation	Sig.
Pair 1 Gender & you hide your emotions with your seniors or colleagues	500	.306	.000

Pair 2	Gender &How often do you	500	.126	.005
Pair 3	Gender & Your company provides health benefits	500	-.200	.000
Pair 4	Gender & You do stress relieving exercises	500	-.040	.371
Pair 5	Gender & You take meals at proper timings	500	-.686	.000
Pair 6	Nature of Job & Your company provides health benefits	500	-.721	.000

- The Paired Samples Statistics output repeats what we examined before we ran the test. The Paired Samples Correlation table adds the information that Gender & you hide your emotions with your seniors or colleaguescores are significantly positively correlated ($r = .306$).
- The Paired Samples Statistics output repeats what we examined before we ran the test. The Paired Samples Correlation table adds the information that Gender & How often do you scores are significantly positively correlated ($r = .126$).
- The Paired Samples Statistics output repeats what we examined before we ran the test. The Paired Samples Correlation table adds the information that Gender & Your company provides health benefits scores are significantly positively correlated ($r = .200$).
- The Paired Samples Statistics output repeats what we examined before we ran the test. The Paired Samples Correlation table adds the information that Gender & You do stress relieving exercises scores are insignificantly positively correlated ($r = - 0.040$).
- The Paired Samples Statistics output repeats what we examined before we ran the test. The Paired Samples Correlation table adds the information that Gender & You take meals at proper timings scores are significantly positively correlated ($r = -0.686$).
- The Paired Samples Statistics output repeats what we examined before we ran the test. The Paired Samples Correlation table adds the information that Nature of Job & Your company provides health benefits scores are significantly positively correlated ($r = -0.721$).

Paired Samples Test

	Paired Differences					t	df	Sig. (2-tailed)
	Mean	Std. Deviation	Std. Error Mean	95% Confidence Interval of the Difference				
				Lower	Upper			
Pair 1 Gender - you hide your emotions with your seniors or colleagues	-.20000	.56625	.02532	-.24975	-.15025	-7.898	499	.000
Pair 2 Gender - How often do you	1.40000	1.45748	.06518	-1.52806	-1.27194	21.479	499	.000
Pair 3 Gender - Your company provides health benefits	.00000	.77537	.03468	-.06813	.06813	.000	499	1.000
Pair 4 Gender - You do stress relieving exercises	-.04000	.72072	.03223	-.10333	.02333	-1.241	499	.215
Pair 5 Gender - You take meals at proper timings	-.18000	.88836	.03973	-.25806	-.10194	-4.531	499	.000
Pair 6 Nature of Job - Your company provides health benefits	-.02000	.92807	.04150	-.10155	.06155	-.482	499	.630

Result and Discussion

Pair 01;There is a significant average difference between Gender And you hide your emotions with your seniors or colleagues scores ($t_{499} = - 7.898, p < 0.001$)

□ On average, Gender scores are .20000 points higher than you hide your emotions with your seniors or colleagues scores (95% CI [-.24975, -.15025])

Pair 02;There is a significant average difference between Gender and How often do you scores ($t_{499} = - 21.47, p < 0.001$)

□ On average, Gender scores are 1.40000 points higher than How often do you scores (95% CI [-1.52806, -1.27194])

Pair 03;There is insignificant average difference between Gender - Your company provides health benefits scores ($t_{499} = .000, p > 0.001$)

Pair 04 ;There is a significant average difference between Gender - You do stress relieving exercises scores ($t_{499} = - 1.241, p < 0.001$)

□ On average, Gender scores are .04000 points higher than You do stress relieving exercises scores (95% CI [-.10333, .02333])

Pair 05 ; There is a significant average difference between Gender - You take meals at proper timings scores ($t_{499} = - 4.531, p < 0.001$)

□ On average, Gender scores are 0.1800 points higher than You take meals at proper timings scores (95% CI [-.25806, .06155])

Pair 06; There is a significant average difference between Nature of Job - Your company provides health benefits scores ($t_{499} = - .482, p < 0.001$)

□ On average, Nature of Job scores are -.02000 points higher than Your company provides health benefit scores (95% CI [-.10155, .06155])

Logistic regression

Used to predict a categorical variable (usually dichotomous) from a set of predictive variables. For highly dependent variables, discriminant function analysis is usually used when all predictors are continuous and well distributed; Logit analysis is usually used when all predictors are unique; and logistic regression is often chosen when the predictor variable is a mixture of continuous and definitive variables and/or when they are not well distributed (logistic regression makes no assumptions about the distribution of the predictor variable). Logistic regression is very popular in medical research, where the dependent variable is whether the patient has the disease or not.

In logistic regression, the predicted dependent variable is a function of the likelihood that a particular subject will fall into one of the categories (eg.

Determinants of change in emotional work behavior and gender health of dual-income people:-

With the possibility of combining the theoretical part of this thesis with the empirical part, it is possible to summarize the factors that influence the likelihood of occupational health and emotional sexual behavior of people with multiple incomes. As mentioned in the introduction, it is interesting to emphasize that it is the result of a combination of emotional work: people in the office, no matter how they treat me, emotions towards themselves at work, the ability to express feelings at work with the place of work values. , my work and my emotional feelings, coworkers and personal difficulties, emotions and office bosses, depression and work at the office, etc.

The logit model - Analytical model and Model specifications

The logistic model is the standard method of analysis when the outcome variable is dichotomous (Hosmer and Lemeshow) and the dependent variable is dichotomous with a value of 1 when emotional occupation and gender health behavior double winner is positive and 0 indicates no positive outcome.

To assess the relative contribution of the significant factors, binary logistic analysis was used and a forecasting model with simple indicators was developed. This model predicts the probability and people with certain healthy behavior, office behavior, outdoor behavior, emotional touch and warm socioeconomic characteristics of family care, one of the alternatives (Gujrati, 2003) according to the logistic model, probability. to select pi; presents changes in emotional work behavior and sexual health of double-income families from capital families: a case from Uttar Pradesh.

$$P_i = \frac{\exp^{Z_i}}{1 + \exp^{Z_i}} \dots \dots \dots (1)$$

Where P_i = a random variable that predicts the probability of the i^{th} changing behaviors of Emotional Labour and Gender Health of Dual earner, Z_i is an index that is linearly related to an array of office working culture behaviors, Responsibilities of the Families, socio-economic status of the Dual Earner, demographic and other variables influencing Emotional labour and gender health of the Dual earner. More specifically, the relationship between these variables and Z_i may be specified as follow:

$$Z_i = \beta_0 + \beta_1 x_{1i} + \beta_2 x_{2i} + \beta_3 x_{3i} + \dots \dots \dots + \beta_n x_{ni} \dots \dots \dots (2)$$

The model is specification for the study can therefore be summarized in equation:-

$$Z_i = \beta_0 + \beta_1x_1 + \beta_2x_2 + \beta_3x_3 + \dots + \beta_nx_n + \epsilon \dots \dots \dots (3)$$

The Empirical Model

Qualitative response models, closely related to behavioral and utility theory, are widely used in the social sciences to study the factors that influence changes in work behavior, emotional and gender health of duplicate workers between two or more alternatives (Amemiya 1981; Greene, 2000).). The model aims to determine the likelihood of this given a set of attributes for personal and business and other demographic characteristics.

These factors have been decomposed in to the explanatory variables shown in the empirical model below. The model is specified as follow:

$$Y = \beta_0 + \beta_1 \text{ Gender} + \beta_2 \text{you have family history of these diseases} + \beta_3 \text{you feel comfortable when office workload is less or during holidays} + \beta_4 \text{your company provide health benefits} + \beta_5 \text{you receive support at home for your daily chores} + \beta_6 \text{you consume alcohol when you are in a state of tension/pressure} + \beta_7 \text{you feel secure while working at office} + \beta_8 \text{your official pressure is a reason for riots in family} + \beta_9 \text{you a decision maker in all aspects} + \beta_{10} \text{In past one week have you been angry or depressed /irritated.} + \beta_{11} \text{you correlate your pressure at office for declining health} + \beta_{12} \text{you take proper meals at proper timings} + \beta_{13} \text{early start from home hampers your balanced diet} + \beta_{14} \text{you carry your office pressure at home} + \beta_{15} \text{you observed declining personal relationship due to increased work pressure} + \beta_{16} \text{your pressure create ill effect on your child performance} \dots \dots \dots (4)$$

Here qualitative dependent variable is changing in Behaviors of Emotional Labour and Gender Health of Dual Earners, which takes on the value of 1 if we can see the any changes in behavior of Emotional Labour and Gender Health of Dual Earners and 0 otherwise, occurred.

Where: Y = Changing Behavior of the Dual Earners (1 = Changing behaviors of Emotional Labour and Gender Health of Dual earners and; 0 = otherwise) or proportion of Changing behaviors of Emotional Labour and Gender Health of Dual earners for the particular value of the independent variable X₁, X₂,.....X_nthat influences the Changing behaviors of Emotional Labour and Gender Health of Dual earners, β₁,β₂,..... denoted the regression coefficients, ε is the error term.

Formulation of the model is influenced by a number of working hypotheses. It is hypothesized that a Changing behaviors of the emotional labor and Gender Health Dual earners with current working culture is influenced by the combined (simultaneous)effects of a number of factors related to the Dual earners and constraints. The prior expectations on the effect of each of the explanatory variables on the likelihood of Emotional labor and Gender Health of Dual earners are stated in the following sections.

Statement of Hypothesis

The following null hypotheses (H₀) were tested against the alternative (H_a).
The specific *a priori* expectations on the estimated parameters of equation (6) are:
(i) H₀: β₁ - β₁₆=0, H_a: β₁₋₁₆>0

Where

- H₀: there is no effect on behaviors of Emotional Labour and Gender Health of dual Earns.
- H_a: there is no effect on behaviors of Emotional Labour and Gender Health of dual Earns.

Validation of Hypothesis:

The Z statistic is used to measure the level of significance for each of the estimated coefficients. The goodness of fit statistic is the McFadden R-squared. The likelihood ratio (LR) test is computed to determine the joint significance of the independent variables in the model. The LR test follows a standard chi-square (χ²) distribution the degrees of freedom to the number of independent variables used in the model. The higher the percentage prediction, the greater the predictive power of the model. The discussion of results is based on the log-odds ratio. The log-odds is given as

$$\beta \square [\log Y_i / 1 - Y_i] / \square \beta X_i \equiv \partial M / \partial X_i = \beta_i$$

The marginal effects of the independent variables are also estimated. These are given as

$$\partial Y_i / \partial X_i = \beta_i [Y_i (1 - Y_i)]$$

Where, Y_i represents probabilities.

RESULTS AND DISCUSSIONS

Determining of the Emotional Labour of Dual Earners

The study was conducted in selected multiple income families. These families work in many sectors such as the public sector, private sector, some of which are teachers, doctors, company employees, call center workers, and others.

We used a targeted sample to measure the emotional work level of 251 employees while giving 250 male employees the selected variables that determine emotional work, namely Paul, you have a family history of this disease, you feel comfortable, if the workload in the office - a little or during the holidays , your company offers health benefits, you are

supported in your daily tasks at home, you consume alcohol when you are under stress/pressure, you feel safe working in an office, your work pressure is at the root of unrest in the family, you make decisions in every way, have been angry or depressed/irritated in the past week., compare your stress at work with deteriorating health, eat at the right time, early departure from home disturbs you a balanced diet, you endure tension in your home office, you watch n worsening of personal relationships due to increased work eg pressure You are causing a setback in your child's education. Study participants are usually homogeneous in terms of the characteristics of the work culture.

Logit Analysis;-

Case Processing Summary

Unweighted Cases ^a		N	Percent
Selected Cases	Included in Analysis	501	100.0
	Missing Cases	0	.0
	Total	501	100.0
Unselected Cases		0	.0
Total		501	100.0

a. If weight is in effect, see classification table for the total number of cases.

In the Logit analysis we included 501 Respondents views and missing case is zero. Thus we can see the total selected cases are 501 which are 100 percent.

Classification Table^{a,b}

Observed			Predicted		
			Emotional Labour effected		Percentage Correct
			Otherwise	Yes	
Step 0	Emotional Labour effected	Otherwise	0	94	.0
		Yes	0	407	100.0
Overall Percentage					81.2

a. Constant is included in the model.

b. The cut value is .500

In the above Table output is for a model that includes only the intercept. Given the base rates of the two decision options (94/501) = 18.76 % respondents are responding that emotional labour not effected, (407/501) = 81.23 dual earners respondents accepting that emotion labour effected.

Thus we can say this study is useful to framing the concepts about emotional labour of dual earners life effectively, and no other information, the best strategy is to predict, for every case, emotional labour affected their personal life, by Using this strategy, we would be correct 80% of the time.

Variables in the Equation

	B	S.E.	Wald	df	Sig.	Exp(B)	
Step 0	Constant	1.466	.114	164.009	1	.000	4.330

Under Variables in the Equation you see that the intercept-only model is $\ln(\text{odds}) = 1.466$ for Gender. If we exponentiation both sides of this expression we find that our predicted odds $[\text{Exp}(B)] = 4.330$. That is, the predicted odds that gender play viable role to determine the emotional labour effectiveness between dual earners. In the table Odds values is 4 times working.

Variables not in the Equation

			Score	df	Sig.
Step 0	Variables	Gender	116.173	1	.000
Overall Statistics			116.173	1	.000

Omnibus Tests of Model Coefficients gives us a Chi-Square of 152.690 on 1 *df*, significant beyond .000. This is a test of the null hypothesis that adding the Gender variable to the model has not significantly increased our ability to predict the Effectiveness of Emotional Labour of dual earners made by our subjects.

Omnibus Tests of Model Coefficients

		Chi-square	df	Sig.
Step 1	Step	152.690	1	.000
	Block	152.690	1	.000
	Model	152.690	1	.000

Under Model Summary we see that the -2 Log Likelihood statistics is 331.036. This statistic measures how poorly the model predicts Effectiveness of Emotional labour on dual earners by Gender, the smaller the statistic the better the model. After Adding the more variable as like gender, age of the farmers, and gender etc. The Cox & Snell R^2 can be interpreted like R^2 in a multiple regression, but cannot reach a maximum value of 1. The Nagelkerke R^2 can reach a maximum of 1 and in the both models its value is very low.

Model Summary

Step	-2 Log likelihood	Cox & Snell R Square	Nagelkerke R Square
1	331.036a	.263	.424

a. Estimation terminated at iteration number 20 because maximum iterations has been reached. Final solution cannot be found.

Contingency Table for Hosmer and Lemeshow Test

		Emotional Labour effected = Otherwise		Emotional Labour effected = Yes		Total
		Observed	Expected	Observed	Expected	
Step 1	1	94	94.000	156	156.000	250
	2	0	.000	251	251.000	251

Classification Tablea

Observed			Predicted		
			Emotional Labour effected		Percentage Correct
		Otherwise	Yes		
Step 1	Emotional Labour effected	Otherwise	0	94	.0
		Yes	0	407	100.0
Overall Percentage					81.2

a. The cut value is .500

The Variables in the Equation output shows us that the regression equation is

$\ln(\text{ODDS}) = 0.507 + 20.696 (\text{Gender})$

Variables in the Equation

	B	S.E.	Wald	df	Sig.	Exp(B)	95.0% C.I. for EXP(B)	
							Lower	Upper
Step 1a Gender	20.696	2.537E3	.000	1	.993	9.734E8	.000	.
Constant	.507	.131	15.051	1	.000	1.660		

a. Variable(s) entered on step 1: Gender.

We can now use this model to predict the oddsthat a subject of a given gender will decide to continue the research. The odds prediction equation is

$\text{ODDS} = e^{a+bx}$

If our subject is gender in the study we have the value for Male is (0) whereas 1 for Female earners.then the **ODDS** = $e^{0.507 + 20.696 (\text{Gender})}$

For male earners $\text{ODDS} = e^{0.507 + 20.696 (\text{Male})} = e^{0.507 + 20.696 (0)} = e^{0.507} = 0.6065$

That is, Male earner is only 0.6065as likely to accept that emotional labour effected.

We can easily **convert odds to probabilities**. For big and small farmers,

$\hat{Y} = \text{ODDS}/1+\text{ODDS}$

Probability for Male Earners = $0.6065/1+ 0.6065= 0.37$

That is, our model predicts that 37% of Male Earners accepting that emotional labour, effected the dual earners life.

Thus we can know that remain percentage 63% of the female population which are dual earners accepting that that emotional labour, effected the dual earners life.

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