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A STUDY OF STRESS FACTORS RELATED TO THE ATTRITION OF
CHRISTIAN REFORMED CHURCH MISSIONARY PERSONNEL
IN A WEST AFRICAN WORK ENVIRONMENT

by

Dirk W. Vander Steen

A Dissertation
Submitted to the
Faculty of The Graduate College
in partial fulfillment of the
requirements for the
Degree of Doctor of Education
Department of Educational Leadership

Western Michigan University
Kalamazoo, Michigan
June 1987

A STUDY OF STRESS FACTORS RELATED TO THE ATTRITION OF
CHRISTIAN REFORMED CHURCH MISSIONARY PERSONNEL
IN A WEST AFRICAN WORK ENVIRONMENT

Dirk W. Vander Steen, Ed.D.

Western Michigan University, 1987

Missionary attrition is a costly experience for North American mission boards. Debilitating stress, related to resignations and early withdrawal of missionaries has led to human suffering on the part of missionaries and financial losses for those who sponsor the mission overseas.

This study investigated the factors that were stressful for missionaries of the Christian Reformed Church that worked in West Africa and attempted to identify those stress factors that are primarily responsible for missionary attrition. Previous research, with other missions on other continents provided the basis for identifying factors related to missionary stress. A Likert-like scale was used to measure the relative degree of stress on 106 items in the instrument. The study allowed for items that were stressful for some to be scored as a satisfying experience for others.

This study was also designed to determine if the country of residence in West Africa, and the setting in these countries, either rural or urban, was a factor in the differences in the stress levels of the missionaries.

A third variable, to determine if the site or location of the missionary at the time of responding to the instrument was a factor in the stress levels reported by the missionaries, was also studied.

The results of the analysis isolated fifty-nine individual items that were considered primary stressors leading to attrition, in six major stress areas. These stressors were: cross-cultural stressors, personal stressors, support system stressors, caring stressors, mental health stressors and occupational stressors. In addition, the data analysis indicated that the country of residence is related to the level of stress reported. Higher stress scores were reported by the Liberian and Sierra Leone missionaries than their Nigerian colleagues. Stress scores were also higher for missionaries completing the instrument at work in West Africa compared to those at home in North America. The hypothesis that there is a relationship between stress levels and the setting, rural or urban, where missionaries lived, could not be supported from the data.

Further research, to address problems identified by missionaries who have resigned from further service, is recommended. Adequacy of missionary salaries and that relationship to possible stress is also suggested for further study.

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**A study of stress factors related to the attrition of Christian
Reformed Church missionary personnel in a West African work
environment**

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Western Michigan University, 1987

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Dirk W. Vander Steen

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CHAPTER I

INTRODUCTION

Background of the problem

Missions have been at the heart of the organized church for hundreds of years. Prompted by the Biblical challenge to "Go into the world and make disciples of all nations" (Matt. 28:19), men and women have given their resources, their talents, and even their lives for the sake of sharing their beliefs and converting people to their cause.

The Christian church in the past half century has venerated the individuals who give of their resources and give up North American comforts to represent the Christian churches abroad. Missionaries have been glorified, exalted and held in high esteem. Missionary biographies have helped to perpetuate the image of a missionary as a "super saint" (Vega, 1976).

It has been the experience of this writer and the informally shared perception of many others that missionaries, and the churches they represent, in many ways continue to project this "saintly image," often, according to Vega (1976), to the detriment of a missionary's mental health.

This research is a study of stress factors related to the attrition of Christian Reformed Church missionary personnel in a West African work environment.

Although research has been done in other continents on missionary withdrawal and attrition (Bailey & Jackson, 1965; Gish, 1982; Vega, 1976), no known research has been done on missionaries in West Africa in general and the Christian Reformed Church missionary personnel in West Africa in particular.

The stress factors identified by previous research in other mission fields outside of Africa were used in constructing the research instrument.

The Christian Reformed Church World Missions Board strategy has been, since its inception, to use education, health care, literacy and agricultural development programs in the planting and nurturing of Christianity in West Africa. From a review of unpublished missionary records of the Christian Reformed Church World Missions Board (De Graaf, 1986), it was determined that in this past decade there was an attrition rate that was between fifteen and twenty percent for new missionaries. Vega (1976) expressed concern about the rate of attrition for missionaries in his study of seven published surveys that covered 75 years of missionary work in foreign countries.

The percentage of attrition of Christian Reformed Church missionaries is defined as the number of missionary

personnel who either did not complete their first term of service or did not return for a second term.

Definition of Terms

Attrition: The term, as used in this study, denotes the decrease of missionaries going to the mission field, but also the inability of missionaries to continue their first term of service on the mission field which normally would be for thirty months.

Missionary: An emissary or ambassador of the Christian church, for Christ in this world. In this study reference is made to the missionaries of the Christian Reformed Church. The following additional definitions, as stated in the Mission Manual, (Rubingh, 1985) apply:

1. A regular missionary is a person appointed according to the regulations of the Mission Manual. These missionaries serve with a job description approved by the Christian Reformed Church World Missions Board and are responsible to the Field Director in all their work and relationships.

2. An associate missionary is a person appointed to serve under contract with another agency in a foreign country but who may provide a significant contribution to the total outreach effort while having only formal ties to

the Christian Reformed Church World Missions Board.

3. A volunteer missionary is a person appointed to serve, without a regular salary, in a specific position to supply a need indicated by the Field Director.

° 4. A short-term missionary is a person who has a specific and necessary skill, appointed to serve for a short term with a length of time specified, generally from three months to a year, who provides the field with help needed for a specific project.

5. A missionary-intern is generally a student in a postsecondary school appointed to serve for a specified term in a position described by the Field Director.

Stress: In this study it is defined as a condition resulting from an activity, event or circumstance which causes physical, emotional, mental, or spiritual anxiety. Stress is a personal experience in which individuals may respond in different ways. What challenges one may actually threaten another.

Stressor: In this study it is defined as an activity, event, condition or circumstance that evokes anxious patterned responses. A stressor may be physical, emotional, psychological, environmental or social in nature.

Site: In this study it is used to identify where the

respondents were located at the time they completed the instrument, e.g., at work in West Africa, at home resigned from further missionary service or at home on leave preparing for a return to missionary work.

Setting: In this study the term setting is used to differentiate the missionaries who lived in either an urban or a rural setting in the West African countries they worked in.

Country: In this study the term country is used to identify the West African country where the missionary resided during his or her missionary activity.

Missionary attrition and missionary stress

Studies done within the last three decades indicate that the percentage of missionaries who leave their intended life work before beginning their second term of service is between 15 and 25% (Loss, 1983). This is similar to the attrition experienced by the Christian Reformed Church World Missions Board (De Graaf, 1986).

Two studies, cited by Kane (1973) on missionary attrition have been made by the Evangelical Missions Association and the Missionary Research Library of New York. Their studies came to remarkably similar conclusions. Both set the dropout rate at about 15% at the end of 6 years of service. In other words, 15% of the missionaries

failed to return to the field for a second term of service (Kane, 1973).

Cleveland, Mangone & Adams (1960), viewing the attrition factor from a U.S. government perspective, state that available statistics combined from various sources show that about 25% of the missionaries either do not complete their tour of duty or do not return to the field after their first furlough. Loss (1983) stated that the statistical differences in the results of these two particular studies may have been due to different methods of measurement or skewed samples.

Vega (1976) indicated that there seems to be a direct relationship between excessive stress and missionary attrition. In times of stress and frustration, there is a tendency for missionaries to become more discouraged when they attempt to live up to the image that is expected of them. In many situations an early return to the homeland is the result (Vega, 1976). Vega also indicated that vague and inaccurate reasons for coming "home" are often given to safeguard the expectations that the church has of their missionaries.

Studies in organizational stress by French & Caplan (1978) at the University of Michigan Institute for Social Research support the findings of Gish (1982) who worked with foreign missionaries in Asia and the Pacific Islands. Gish, writing in the Journal of Psychology and Theology

(1983), states in the article, "Sources of Missionary Stress," that missionaries had difficulty in confronting others when necessary. This difficulty was most pronounced in the communication, or the lack thereof, with missionary co-workers and with foreign nationals.

Gish (1983) limited herself to the study of missionaries in Australia, Hong Kong, Canada, Japan, New Guinea, Philippines and Zambia. The West Africa centered missionary personnel of the Christian Reformed Church World Missions Board were not included in her study.

Missionaries in West Africa, in the employ of the Christian Reformed Church, were expected to show some of the stress that other missionaries had encountered in several previous studies, i.e., cross-cultural maladjustment, inability to confront other staff and nationals or loneliness (Bailey & Jackson 1965; Gish, 1982). This was expected even though the Christian Reformed Church missionaries regularly are referred to as a "mission family" because of their close kinship to one another (Van Tol, 1985). Most of the missionaries have a Calvinistic heritage and many have their roots in the West Michigan area.

One might argue that the stress that is experienced in working with other missionaries might not be as evident with this particular group being studied. For that reason, even though a close "family" perception was evident, questions concerning stress associated with working with

colleagues and co-workers were included in this study.

Several of the studies done on missionary "problems" focused on the development of selection criteria for new recruits. Ferguson, Kliwer, Lindquist, Williams and Heinrich (1983) prepared candidate selection criteria from their survey. Britt (1983) prepared an instrument for the prediction of missionary success overseas as a part of his study. Little research has been done "ex post facto" that would help missionaries and their mission administrators understand which stress factors are related to the problem of attrition.

Britt, writing in the Journal of Psychology and Theology (1983), reflects on missionary adjustment problems overseas in an article, "Pretraining Variables in the Prediction of Missionary Success Overseas." He states that:

Over the years a number of problems have surfaced for organizations which select individuals to serve in overseas capacity. A major difficulty has been the lack of knowledge as to what areas to focus on in the person's background and personality which might give clues to successful performance. (p. 203)

This research seeks to determine the stress factors that are related to the attrition of Christian Reformed Church missionary personnel working in a West African environment. This research may be of help to those responsible for the many missionary programs around the world but more specifically for the Christian Reformed Church

World Missions Board in its recruitment and administration of its program. Cureton (1983) supports the position that there is an urgent need for the development of a strategy where we can begin to identify the antecedents to successful missionary service.

Background of the Christian Reformed Church Mission

From the inception of its mission program, the Christian Reformed Church World Missions Board has shown great concern for the health and welfare of its employees. In 1918 the Christian Reformed Church in North America, at its annual Synod, decided that it would investigate the possibilities of expanding its mission work. The decision was a pragmatic one. Response to missionary efforts among the native American Indians was negligible. Money and resources, it was determined, would have more impact in foreign missions than in the mission work then being done among the North American Indians in New Mexico (Smith, 1972).

Before a decision was made to change the focus from national (Home Missions) to a foreign country (Foreign Missions), extensive discussion and deliberation took place. Good stewardship of monies available was tempered by a great concern for the health of missionaries that would be traveling to a relatively unknown country, referred to as "The Sudan", now Nigeria, West Africa. Being a

good steward of God's resources has always been a self-acclaimed virtue of the church but never at the expense of its missionaries (Van Tol, 1985).

Synod's decision was based on a concern for the missionary's safety and health expressed in the Christian Reformed Church Acts of Synod. (1920).

The synodical records stated:

Mission work in the heart of such a tremendously huge land (Nigeria, West Africa) with very poor highways brings with it all manner of practical difficulties. The danger of political complications, the climate and the fact that little or no opportunity exists for the education of children of missionaries is reason enough to delay entrance into the area. (p. 48)

There has been a strong and historical desire on the part of church officials not to put missionaries at risk, physically or mentally. The church has therefore delegated responsibility for administering the West African mission field to the Christian Reformed Church Board of World Missions for the regular supervision of its missionaries. The responsibility for the supervision on the field is delegated to staff in each country where the church is represented.

Mission work by the Christian Reformed Church has been successful. In 65 years of missionary activity in the geographic area previously known as the Sudan, now known as Nigeria, the Christian Reformed Church has sent over 550 families and single missionaries to educate,

provide medical care and introduce modern methods of farming and agriculture. The results of the missionary activity, in spite of the overwhelming difficulties that have been encountered, are remarkable. Over 200 million of the 380 million black Africans are now adherents to the Christian religion. This number grows at the rate of 16,000 a day. In 1985, 20,000 people were baptized in the African churches served by the Christian Reformed Church Mission. The total membership in the church is now over 200,000.

New frontiers, e.g., Northern Nigeria, Mali, Guinea, Sierra Leone and Liberia, countries to be included in the study, continue to challenge the Christian Reformed Mission staff. Missionaries were at work on eight mission fields or projects in 1985 in West Africa. According to Van Tol, Executive Director of Christian Reformed World Missions there were 120 missionaries, including spouses and 109 missionary children, living in Africa (Van Tol, 1986).

It needs to be recognized that missionaries and their families in the employ of the Christian Reformed Church Missions have paid a price for this reported success.

In the past these missionaries have always reported that they have encountered stress in their work. In recent times Christian Reformed Church missionaries, retiring to North America, seem to report more severe stress

with increasing regularity. There is a need for the systematic study of the stress factors related to the attrition of Christian Reformed Church missionaries in a West African work environment. This is the purpose of this study.

No great success is without cost. Financially, the Mission is constrained by limited budgets. The cost of sending out a first-term missionary is \$55,000. (Van Tol, 1986.) A greater cost has often been in human suffering.

Numerous workers with excellent potential have dropped out of cross-cultural ministries; some have severe emotional problems. Vacancies in key positions hamper the continuity of the work (Thompson, 1982). There are individuals who have continued in church work but have never reached their full potential as missionaries because of debilitating stress (Loss, 1983).

One out of four missionaries was not functioning at the level in a foreign country that one would expect at home. The extent of this stress, identified in missionaries, is not really known. We do know that stress is related to resignations and early withdrawals of missionaries (Bailey & Jackson, 1965; Loss, 1983).

Statement of the Problem

The purpose of this study is to examine the stress factors that affect the attrition of Christian Reformed

Church missionaries in a West African work environment and to determine which stress related factors are primarily associated with early missionary withdrawal from service overseas. That is, which activities, events, conditions or circumstances were primarily responsible for the physical, emotional, spiritual or mental anxiety of missionaries in the employ of the Christian Reformed Church World Missions Board to cause an early return to North America? The missionaries selected for the study were career oriented, committed to serving for an indefinite time, normally divided into three year periods. Smith (1972) indicated that the average term of service for a missionary family working for the Christian Reformed Church in Africa, until 1960, was 10.1 years. Today, the average term of service is 4.1 years (see Appendix C).

A number of reasons have been submitted for the decreasing terms of service:

1. Incompatibility with other missionaries. (Thompson, 1982).
2. Inadequate facilities for education of missionary children (Wickstrom & Fleck, 1983).
3. Loneliness and isolation (Gish, 1982).
4. Poor orientation for cross-cultural work (Ferguson et al. 1983).
5. Overwork and poor health (Gish, 1982).

Additional study will be done with three specific

variables to determine whether there is any relationship to missionary stress experienced. These variables are: the site or location of the missionary, either at work in West Africa or at home in North America; the setting, either urban or rural where the missionary lived in West Africa; and the country of residence in West Africa.

Non-empirical, theoretical literature on stress in general, is relatively limited (Gish, 1982). Empirical literature with practical applications, while limited, does suggest that there are stressors common to missionaries. Furthermore, these stressful experiences are infrequently treated. Gish indicates that the work of Collins (1977), one of the few Christian research studies on stress, cited in Gish (1983), three pages are devoted to the topic of "Stress and the Work of Missions." Collins identifies nine stressors common to missionaries, not ranked according to degree of stress:

1. Loneliness.
2. Pressure of adjusting to a foreign culture.
3. Constant demands on one's time.
4. Lack of adequate medical facilities.
5. Overwhelming work load and working conditions.
6. Pressure to be a constant, positive "witness" to the nationals.
7. Confusion over one's role in the local church.
8. Frequent lack of privacy.

9. Inability to get away for recreation and vacation. (Collins cited in Gish, 1983, p. 237)

Need and Significance of the Study

This study is considered important because it is the initial study of stress factors related to attrition conducted among the West African missionaries of the Christian Reformed Church. The shorter terms of missionary service that agencies can now expect from their employees has a negative impact on the world-wide mission of the Christian Church. All mission recruitment agencies will need to be mindful of the activities, events and experiences that are related to present missionary stress and their relationship to the ever-increasing number of resignations of missionaries.

Sufficient personnel must be kept within the system of any organization to perform its essential functions. No organizational planning can foresee all contingencies that will impact its own operations. No agency can anticipate, with perfect accuracy, all environmental changes, or control perfectly all human variability; however, the resources of people are vital to organizational survival and effectiveness (Katz & Kahn, 1966).

It is hoped that this study will begin to answer a need of all missionary agencies in general and the Christian Reformed Church World Missions Board in particular to identify the stress factors related to the attrition of

missionaries.

It should be noted that missionary attrition also has a fiscal dimension in addition to the price that is paid in scarred and battered missionary lives. To train and equip a North American missionary and send him or her overseas is an expensive venture. In 1973 there were 55,000 missionaries abroad; they received \$656 million in direct income from North American churches (Dayton, 1973). In 1985 there were 65,000 missionaries abroad, receiving \$1,356 million from North American churches (Wilson & Siewert, 1986). Rampant inflation overseas in recent years has made this already costly enterprise even more expensive.

With a higher turnover of missionaries, increased costs of extending recruitment, orientation, outfitting, transportation of personnel and goods occurs. There is however a greater problem that needs to be dealt with: the satisfaction of missionaries and their families in the work that they feel called to do.

Summary

This research is a study of stress factors related to the attrition of Christian Reformed Church personnel in a West African work environment. The missionary efforts of this church is under the supervision of the Christian Reformed Church World Missions Board. An examination of

personnel records and other church files indicate that the attrition rate of the missionaries of the Christian Reformed Church who serve in West African nations has greatly increased in the past decade.

The evidence seems to indicate that this attrition rate is as high as 20% of the total number of missionaries who serve this church. Attrition in this situation means that these individuals who resigned from church work either did not complete their first term of service or did not return for a second term.

The strategies used by the Christian Reformed Church in promoting its missionary work with various nations in West Africa have been these: education, health care, literacy, and agricultural development projects.

For the past 65 years the Christian Reformed Church has carried on missionary work in both the rural and urban settings of West African nations. Originally the Christian Reformed Church missionary efforts were concentrated in the geographic area known as the Sudan. Today this region is known as Nigeria. Over the years the Christian Reformed Church has expanded its missionary efforts to include: Northern Nigeria, Mali, Guinea, Sierra Leone and Liberia. In 1985 missionaries were working in eight project sites in West Africa.

That the Christian Reformed Church has had relatively good success in its missionary work is evident from the

fact that the church membership in Christian Reformed initiated churches in West Africa exceeded 200,000 in 1985. In 1985 alone, 20,000 new national members were baptized.

Although the Christian Reformed Church has sent missionaries to West Africa for over 65 years, there has been no systematic effort on the part of the Christian Reformed Church World Missions Board, the missionary arm of the church, to analyze in a systematic way the stress factors related to the attrition of its missionaries in the West African work environment. This study attempts to meet this need.

To be sure, missionaries who left their posts were interviewed on their return home by church officials but there was little or no systematic data collected concerning these interviews.

This writer, a member of the Christian Reformed Church World Missions Board, was especially interested in seeking, in a systematic way, information concerning the stress factors that the missionaries perceived at home and abroad.

This topic of interest motivated this writer to use this need for his doctoral dissertation. The writer was aware from Christian Reformed Church records (Smith, 1972) that average terms of service for Christian Reformed Church missionaries until 1960 was 10.1 years. Today the

average term of service has declined to 4.1 years (see Appendix C).

Obviously missionaries, like other professional people, change their jobs for a variety of reasons. However, the particular concern of this study is with stress factors related to the attrition of Christian Reformed Church missionaries in specific countries of West Africa. An examination of the church records of the Christian Reformed Church indicates that it has had a long time concern for promoting the best working conditions it can for its missionaries.

This chapter has ended with a discussion on the need for the study. In spite of the high fiscal cost of financing the work of a missionary and the accelerated cost when there is a higher turnover of staff, these facts are less important when we compare them to the human suffering experienced by the missionaries serving in stressful situations that have caused physical, spiritual and mental pain.

CHAPTER II

REVIEW OF RELATED LITERATURE

Introduction

The purpose of this review is to summarize the literature as it relates to missionary attrition in general and stress factors related to this attrition in particular. This review of the literature is divided into three sections: (1) a review of literature which supports the rationale for further research to determine which factors are stress related in the early withdrawal of missionaries from their chosen vocations, (2) a review of the research findings on the debilitating effects of negative stress on the normal, healthy personality, and (3) a review of the literature that deals primarily with missionary stress and previous attempts at identifying attrition causes and the final section. The chapter then describes a rationale for the conceptional hypotheses that are tested in this study.

Missionary Attrition

The concern for missionary attrition is not a recent subject for review. In the early days of Christianity there was already evidence of problems. For example, the Bible records a break in missionary co-operation, evidence

of inter-personal conflicts between missionaries Paul and Barnabas, in Acts 15:38. The suggested reason for the conflict was the immaturity of a third "would-be" missionary, John Mark.

More recently, in June, 1978, concern was expressed by the Conservative Baptist Mission Society because of the rising number of resignations among its missionary staff. The Board of the Society authorized a study of the resignations from the missionary force which had occurred in the preceding ten years with a view toward identifying any steps which might have been taken either to avoid the resignation of valuable, highly trained people, or, where such resignation was unavoidable, to expedite their re-entry into this country (Haglund & Enns, 1978).

Instead of a ten-year study, the Board extended the time frame to fifteen years (1963-1978), including resignations only and thus not including retirements, dismissals, assignments to Home Board staff or deaths. The detailed study involved an analysis of 238 resignations between 1963 and 1978. Cross-reference questionnaires were sent to Foreign Field Directors for their input and perspective on the resignations. Responses from the Field Directors ranged from 70 to 100 percent. This high percentage could be expected because of the continuing involvement that these Directors had with the mission. Fifty percent of the resignees responded. The major

concern prompting the study seemed to be a concern for the loss of valuable, trained staff. The terms of service for the 238 resignees ranged from 1 year to 31 years. The average term of service for all was 13.7 years. This figure compared favorably with other missions according to Haglund & Enns (1978).

The study instrument was designed with 21 suggested reasons for resignation. The respondent was also allowed to indicate "other reasons" if necessary. It should be noted that all respondents agreed that the principal reason for resignations was a breakdown of physical or emotional health. An extensive list of "other reasons" indicated family concern, disagreement with the mission, inadequate language fluency and uncertainty in world conditions as factors contributing to resignations.

Thompson (1982) provided a descriptive analysis of an extensive telephone interview survey. He discovered that there are definite factors related to the retention of teachers and missionary personnel in overseas work environments. His preliminary work in the Philippines encouraged this writer to expand on his work, using some of his variables, in the West African setting. Thompson indicated that missionary attrition for many church groups has only recently become a topic for study. His research found three items that often recurred in the decision to withdraw from overseas service:

1. Incompatibility with other missionaries.
2. Disagreement with policies on the field.
3. Disagreement with administration (p. 13).

Loss (1983) refers to an observation made by Ronald Iwasko, Secretary of the Assemblies of God Foreign Missions Department, who stated:

In our psychological testing (of missionary recruits) we employ the Tennessee self-concept Scale. Our candidates consistently test from about the 75th percentile to 95th percentile compared to the population norm, placing them far above average in self-acceptance. I suggest that this is true of your candidates as well. Yet, we consistently find that the biggest emotional problem of missionaries is that of a low self-image. If that is so, then it follows that somehow the very positive self-image is being destroyed after they become missionaries and perhaps we ourselves as administrators are a contributing factor. (Iwasko cited in Loss, 1983, p. 5)

Missionary adjustment overseas has been plagued with similar difficulties that Tucker (1974) discovered in a general cross-section of Americans serving government and other agencies abroad. Poor mental health and failure to adjust was reported to be the cause for over 30% of the missionary resignations of one mission organization. The cost in terms of inferior work, the relationship with nationals, and the missionaries' own sense of failure is enormous (Britt, 1983).

A relationship was found between personality and perseverance in missionary work in a study conducted by Dillon (1982). His concern for missionary attrition was

motivated by the loss of thousands of dollars coupled with the serious emotional damage suffered when missionaries fail to complete their terms of service. Based on the prior work of Langston (1970) and Lachar (1974), he conducted a study using the Minnesota Multiphasic Personality Inventory (MMPI) profiles of 827 evangelical missionaries. These profiles were analyzed with "t" tests and analyses of variance (ANOVAs) for differences between the means of the missionary sample and the norm between missionaries who persevered (for more than two terms of service) and those who did not persevere (those who resigned from a career commitment as a missionary).

Dillon (1982) indicated that the results of the comparison between the means of the missionary sample and the norm were statistically significant on all of the subscales of the MMPI. The mean differences between the persevering and nonpersevering missionaries were significant at the .05 level when using the subscales L (Lie), F (Confusion), Pt (Psychasthenia), and Cn (Control). Perseverers tended to lie less and experience more confusion than the nonperseverers. The persevering missionary worried more but maintained more control over symptoms revealed by other MMPI subscales. The nonpersevering missionary demonstrated significantly higher levels of depression and schizophrenia.

The problem of missionary attrition is not only

complex and costly, but it is also critical to the task that the church has been given as a mandate to evangelize the world. Vega (1976), in The Cause and Cure of Missionary Attrition, states that some mission organizations have sent their missionaries overseas prematurely because of the urgency of the "need." The preparation for missionary work should not be overshadowed by the need and challenge of the world. Vega, trying to be objective in his study of missionary attrition, used seven published surveys that covered a period of seventy-five years (1900-1975), and 53,515 missionaries, of whom 10,703 had to leave during their first term of service and thereby were considered to be "casualties."

Stress Theories

This section on related literature draws from selected materials on definitions and research on stress. The writer has taken this approach for two purposes. The one is to put into perspective other citations in this chapter concerning missionary stress and cross-cultural encounters. The second purpose is to draw upon the broad field of stress research as it applies to this study in general.

Stress is common to all of us. The cause and effect are not always perceived consciously but the relationship is there nevertheless. The concept or idea of stress also suggests excessive demands made on humans and animals.

These demands will produce disturbances of psychological, physiological, and social systems according to Lazarus (1966).

"Stress," as the term is used in the social sciences, has been applied to phenomena as diverse as metabolic imbalances following surgery, failure to succeed in tasks that were experimental or real-life situations, personal sorrow and bereavement, psychopathological reactions connected with military combat and the societal disruptions produced by naturally occurring disasters. The term "stress" is therefore a loose term, and at the same time an exceedingly broad one in that it covers phenomena at the physiological (Selye, 1976) social (Smelser, 1962) and psychological (Lazarus, 1966) levels of analysis.

There have been many types of experimentally produced, laboratory stimulus situations in the study of stress. These experimental studies were designed to reflect processes or effects that are observed in natural situations in order to study those processes and effects under better controlled conditions. A frequent observation by researchers is that individual differences in reaction are great while the personality variables that account for these differences have been found with only limited success (Opton, Alfert & Lazarus, 1967).

Four measures have been employed as indicators of stress reaction:

1. Defining attributes of negative emotional states as reported by the individual. These may include, but are not limited to, fear, anxiety, anger, and depression.

2. Motor-behavioral patterns that permit the observer to make inferences about such emotions such as fear, anxiety, anger and depression by postures and facial patterns.

3. Physiological correlates of emotion by secretions of adrenal hormones and nervous system reactions.

4. Disturbance in cognitive functioning whereby conditions of stress can be viewed as damaging to performance but also capable of improving performance.

The effect of stress on performance is presented by Easterbrook (1959), and Korchin (1964). Their thesis is that impairment of performance will result from a narrowing or restricting of perception that occurs under stress.

Selye (1976) one of the pioneers in the field of stress research, has defined stress as the non-specific response of the body to any demand made upon it. He views stress as a predictable, identifiable biochemical reaction within the body, and he focuses on the physiological response to stress. The impact of the possibility of harm or threat to an individual is a key element in Lazarus' (1966) definition of stress. He believes that for a situation to be stressful it must involve harm or loss, threat or challenge, and must tax or exceed the resources

of the individual to deal with it effectively.

Woolfolk and Richardson (1978) emphasize the importance of perception in defining stress. They contend that events in themselves do not produce stress, but rather it is the individual's perception of the events that cause the events to be stressful. Woolfolk and Richardson believe that stress results when demands placed upon the individual make the individual question the degree to which he/she can respond with success and comfort. In their research they identified these components of the stress reaction: environment, perception of environment, and emotional and physical arousal. Stress can be eliminated by dealing effectively with any one of the these components according to them.

Goldenson (1970) defining stress in The Encyclopedia of Human Behavior, stated that:

stress is a condition or situation, internal or environmental, that imposes demands for adjustment on the organism. Any form of stress tends to evoke extra effort and new adaptive activities, but prolonged or excessive stress is apt to overtax the individual's resources and may lead to a breakdown of organized functioning. (p. 1263)

Stressors may be biological or psychological, or mixtures of the two. Biological stressors call primarily upon the physical defenses of the organism, and include acute and chronic diseases, handicaps and defects. The psychological stressors involve the individual's ego

defenses, i.e., a sense of security, confidence, will-power, and defense mechanisms.

The situations that produce stress may be divided into the following four types: deprivations, frustrations, conflicts and pressures. Each of these may derive from internal or external sources (Goldenson, 1970).

Goldenson's (1970) theory suggests an answer to coping with negative stress. He suggests that one of the basic necessities of life is to develop a capacity to withstand stresses. Stress tolerance, or frustration tolerance, as it is more often called, is considered one of the major foundations for mental health. Establishing a sense of security, self-esteem, and confidence through liberal expressions of approval, encouragement, and affection is a necessary concern for those responsible for the nurture and care of subordinates.

Missionary Stress

The related literature on missionary stress is helpful in analyzing the potential results of this study. This study by its very nature is a cross-cultural study, and it is important to draw from the broad field of cross cultural encounters for help in understanding the perceptions of the population involved in the study.

Triandis & Brislin (1980) stated that "cross cultural refers to comparison of cultures" (p. 3). They continue

by observing that "we explicitly define culture using time, place and language" (p.12). This latter item, language, is of importance to this study because all individuals were affected by having English as their first language with the second language being that of the host country to which they were assigned. Consequently language is a potential stress factor to the individuals in this study. For example, what is known as the Sapir-Whorf hypothesis, is stated by Brislin (1981) as follows:

There is a speculative possibility that the language people learn as children presents them with concepts, structures, and vocabulary which form a basis for reaching to out-group members and/or strangers. If this is true, then people unknowingly have certain limits put on their range of possibilities regarding interactions with others (p. 30).

Or stated differently by Brislin, "people speaking different languages must experience the world in different ways" (p. 31).

It appears that culture includes in addition to values and technology and religious practices, a particular cognitive structure. The work of Triandis and Brislin, concerning cross-cultural encounters were of major importance in the interpretation of the results of this study.

Brislin's (1981) compilation of studies from the behavioral and social sciences is especially pertinent. These areas include, among others, such things as: (a) an individual's thought and attributions process, (b) the analysis of situations where cultural differences are

confronted, (c) managing organizational cross-cultural contexts, (d) task assignments of individuals moving from more to a less industrial society, and (e) organizational factors which help or hinder individuals moving into another culture.

The work of Guthrie (1975) proved helpful in integrating the theoretical ideas from the behavioral and the social sciences in this research. Guthrie (1975) analyzed the experiences of Peace Corps volunteers, but his insights are more widely applicable. He states:

An untold number of volunteers endured the anxiety of uncertainty until both they and their hosts became more predictable. This opened a new world, one in which it was possible to know something of the deeper feelings of another people and to communicate in both their spoken and unspoken languages. Those who achieved this transition have offered a number of beautiful statements of their feelings, statements which to paraphrase is to destroy. These experiences have an ineffable, religious quality about them. Many found that they could describe the depth of their emotions only in religious terminology, a terminology they had not previously used because they were not actively religious. In the same vein, those who were most articulate about the deep personal significance of their encounter observed that learning to cope with the mysteries of another society was inevitably stressful. They contended that those who said that they enjoyed every moment of it had really never come to grips with the meaning of meeting another people on their terms. (p. 100)

Other empirical literature, guided by practical experience, suggests that there are stressors common to missionaries. These stressors are infrequently studied according to Gish (1982).

Selye (1976) states that stress is a non-specific response of the body to any demand made upon it. He indicates that it is a natural by-product of all our activities, and therefore stress is a normal part of everyday life. "Just as a violin with strings too loose will moan, so too little stress results in boredom. But a too tightly strung violin will screech, and, if pressure continues to increase, will snap. On the human level, too much stress results in eventual breakdown. (Selye cited in Gish, 1983, p. 236).

Because cross-cultural living entails a great deal of stress, missionary stress may be expected to some degree by everyone involved in this enterprise. One definition of stress, appropriate for the cross-cultural missionary setting, is "a situation or circumstance which arouses anxiety within the individual" (Lehner & Kube, 1955).

The terms "stress" and "anxiety" according to Loss (1983) may be used interchangeably even though they are different. Stress is associated more with the external pressures exerted upon an individual, including expectations held by family, employers, society and religion, whereas anxiety is the internal tension which normally results from attempting to live up to these external pressures (Loss, 1983).

The human body can only endure a certain amount of stress before it may show signs of deterioration. Some

individuals can cope with more stress than others. This capacity depends on many variables, including one's childhood experiences, the level and stability of one's health and self-esteem. If given enough stress, every individual will exceed his capacity and thereby experience severe emotional and physical disturbances (Loss, 1983).

Holmes and Rahe (1967) evolved the now widely known Social Readjustment Rating Scale. This scale is a measure of the stressfulness of one's life, based on the change-causing events one has recently encountered. The more readjustment points accumulated during a given period, the greater the likelihood of becoming ill in the near future.

Kobasa (1979), using the Holmes and Rahe Schedule of Recent Life Events, discovered that the stronger a person's commitment to self (internal focus of control) the more likelihood that stress would not result in illness. Kobasa's data support the psychological stress theory which claims that cognition, emotions and coping processes mediate the outcomes of the social functioning, morale and the psychological and physical health of a person. Assuming that stress is dependent on one's personal appraisal of any given situation or factor and that the response to that appraisal may be influenced by mediating variables, it is important that the variables that produce stress responses be identified.

The data presented by Dohrenwend (1973), Kobasa

(1979), and Gish (1982) support a missionary stress theory which claims that emotions and the coping processes affect the psychological and physical health of the individual. Stress depends in part on whether an individual appraises a given situation as satisfying, neutral or stressful. When a situation is seen as stressful, it does not necessarily result in stress for those who see the situation as a challenge. If negative stress is perceived, leaving harm, hurt or threat, the results may be quite different.

Organizational stress research by French & Caplan (1982) at the University of Michigan's Institute for Social Research has identified the following occupational stressors: (a) role ambiguity, (b) role conflict, (c) qualitative role overload, (d) having to cross organizational boundaries, i.e., being an administrator in a scientific setting, (e) being responsible for people, (f) poor relationship with others, and (g) participation in the organizational decision-making processes.

Lauer (1972) notes that a significant part of human life is lived in the context of, or under the influence of, large-scale organizations. Such organizations provide, or fail to provide, a considerable amount of our "material, social, and cultural satisfactions" (Etzioni, 1964). This fact increases the need for an organization to satisfy the needs of its members. A core problem of any organization is how to integrate individual needs and

organizational goals (Bennis and Slater, 1968, p. 63).

Lauer (1972) in his study, demonstrated that not only may an organization fail to solve the problem of meeting member gratifications, but there may also be the tendency to bind its participants in continuing punitive relationships by the unmet expectations that were held by participants in the organization. Much of his research was conducted among religious organizations. This may have relevance to the work of missionaries who work for religious organizations in a foreign setting.

Ron Frazee, United States Secretary for the Sudan Interior Mission, indicated in a telephone interview (May 14, 1986) that his organization was concerned about the rising number of resignations in this past decade. The reasons given for leaving the mission's employment were:

| | |
|--------------------------|------------|
| 1. Family needs | 21% |
| 2. Illness | 10% |
| 3. Interpersonal Reasons | 12% |
| 4. Lack of Redeployment | 10% |
| 5. Work Conditions | 13% |
| 6. End of Term | 12% |
| 7. Marriage, Study | 12% |
| 8. Retirement, Death | <u>10%</u> |
| Total: | 100% |

A detailed analysis of the records concerning the termination and resignation of the individuals referred to

in a preliminary study conducted by Frazee (1985) indicated that reasons other than those publicly accepted were seemingly responsible for the separation of missionaries from the mission. Frazee's research indicated that a minimum of 35% of the missionaries had resigned because of conflicts that they had experienced with co-workers, both nationals and expatriates (Frazee, May 14, 1986).

Overseas service can be extremely stressful (Ediger, 1980). In an extensive ten-month series of interviews with missionaries abroad, Ediger listened to them and observed their routine daily activities. She concluded that missionaries are faced with many frightening, yet exciting challenges. She concluded that living in an overseas culture is high-risk business that not many people in the homeland understand. Her study dealt primarily with stress that missionaries faced in their careers overseas.

Gish (1982) discovered in her studies that stress experienced by missionary personnel in an overseas work environment was exceptionally high in dealing with nationals and missionary staff. She found that missionaries had great difficulty in confronting co-workers and nationals when necessary. The difficulty was most pronounced in their communications with nationals.

Holmes & Masuda (1974), in developing the tables that determined the degree of stress caused by adjustments to

change, recognized that cross-cultural living was a highly stressful encounter for many people. This stress, in addition to other adjustments that people must make in normal work environments, creates greater tensions and problems for missionaries. An African educator, Pius Wakatama (1976), trained in the United States, commented on the stress that he perceived in missionaries. He stated, "Many go to the mission field with an idyllic or exotic view of the missionary task. When they arrive on the field, they can be so shattered by the real problems, failures and dreary day-to-day routine that they often give up the year they arrive" (p. 116).

In times of stress and frustration, missionaries often become discouraged when they attempt to live up to the image that is expected of them. In many situations an early return to the homeland is the result. Inaccurate and vague reasons for coming "home" are often given to safeguard the expectations that the church community has of its missionaries (Vega, 1976).

Rationale for Making the Subgroup Selection

To study which stress factors were related to the attrition of the Christian Reformed Church missionary personnel in West Africa was the primary objective and purpose of this study. The instrument was developed to determine which activities, conditions, circumstances or

events that caused the major physical, emotional, mental, and spiritual stress for missionaries in the employ of the Christian Reformed Church World Missions Board.

In this research, study is done in three sub-groups: site, setting and country. The research question and the supporting rationale are these:

1. Is there a difference in stress level between the missionaries who are in active service abroad, those who are at home in North America who have resigned from missionary service, or those in North America who are on a regular leave? It is expected that missionaries who are on active duty on a foreign mission field will report greater stress than those living in North America on leave. It is also expected that those who have terminated employment will report less stress than those who are at home on leave. The latter will have the expectation of meeting experiences that they were asked to respond to in the instrument. Based on the work of Woolfolk and Richardson (1978), the perception of the stressful situations that missionaries previously encountered will be tested by comparing the responses of missionaries home on leave to those who are at work in West Africa.

2. Is there a difference in the stress level between missionaries who live in urban centers and those who live in the rural areas? Goldenson's (1970) concern about the environment as a factor in cross-cultural stress led to

the study of missionaries who live in an urban setting, who expect amenities that do not always meet western standards as compared to those who have little or no contact with these situations in the rural settings.

Living in communities with greater numbers of foreign expatriate staff is expected to reflect greater stress than missionaries who live in the more pastoral rural settings. It is expected that missionaries who live in urban centers will report greater anxiety, frustration and stress from their experiences in the larger cities. The tensions created by the rural migrations to the urban centers may result in greater stress for the urban group. It is expected that the caring nature of missionaries will be affected by the poverty and inadequate services that exist for the nationals.

Gallegos (1982) indicates that a process is presently in progress in the Third World. Although he writes from the Latin American perspective, his comments seem most appropriate for the West African setting. He states:

Increasing numbers of rural villages are being abandoned by those able to travel to live in urban areas, where it is assumed life cannot be any worse and new opportunities for betterment may exist. Unfortunately, such assumptions are quickly dispelled as new arrivals become part of the growing number of unemployed who exist without adequate shelter, food, and sanitation. (p. 38)

The introduction of Western educational technology into Third World countries is the topic that Gallegos

(1982) is most concerned about. The dilemma that is encountered by the introduction of educational technology in Third World countries has striking similarities to the problems encountered by missionaries who introduce a new religion to these countries perhaps by the use of that same technology.

Gallegos describes the modernization process that is taking place as one of "dislocation" and "unsettling" for the nationals in these countries. He states that many people would be better off if they had remained in their rural villages. Living a marginal existence in the urban centers, with the accompanying loss of self-dignity, place and tradition has had negative effects on more than just the migrants themselves. In this study the relationship of urban or rural living to the stress encountered by missionaries will be reported on in the context of their personal assessment.

Other stressors, such as a lack of western efficiency in banks and offices, are also expected to be reflected in negative stress for those who reside in the urban centers.

3. Is there a difference in the stress scores among missionaries who live in Nigeria, Liberia, Sierra Leone or Guinea and Mali? Gish (1982) indicated that the country of residence also had an impact on the stress scores of the missionaries who responded to the instrument. The stress scores of missionaries in Nigeria will be compared

to the stress scores of missionaries in Liberia and to the combined group of missionaries that are in Sierra Leone, Mali and Guinea. The stress scores of the Liberian missionaries will also be compared to the stress scores of the combined group of missionaries from Guinea and Mali.

Because administrative and operating procedures have been in place for over 60 years in Nigeria, 20 years in Liberia and only recently established in Sierra Leone, Guinea and Mali, it is expected that missionaries will report lower stress scores on items dealing with administration, orientation and inter-personal conflicts in the countries where policies have been in place for a long time in comparison to those countries where policies that deal with these issues, have only recently been formulated.

It is recognized that there are other variables that might have been studied in addition to the above. For Christian Reformed Church mission purposes, information was gathered on these variables: (a) the number of years of missionary service, (b) the number of hours spent in weekly recreation and (c) the marital status and gender of the missionary. This information, noted in Appendix E, is not relevant to the purpose of this study.

Summary

The literature reviewed in this chapter concerning

missionary attrition indicates that: (1) missionary attrition has been a long-time problem for various church groups, (2) missionary attrition rates have, over the years, ranged from 20 to 30% or more of the total number of missionaries in the field, and (3) some missionaries who have failed in their work seemed unable to cope or adjust either to the work situation in which they found themselves or to the organization for which they were working.

Common to these studies, expressed or implied, seemed to be a concern for what had and was happening to the self-image or self-concept of the missionary in the field.

Some studies indicated a concern for the cost of preparing missionaries. Underlying these studies seemed to be a concern on the part of the writers with such items as: (a) cost of the preparation of missionaries, (b) the desire not to assign missionaries to field work before they were actually prepared, (c) the need to have a sufficient number of missionaries in the field to maintain the missionary goals of a specific church group, and (d) the need to reduce the attrition rates of missionaries to provide for a more permanent missionary work force.

The literature reviewed in this chapter leads to the conclusion that missionary attrition is a nagging problem for various church groups. In the case of the Christian Reformed Church, it was noted that records indicated an

approximate 20% attrition rate. Further, to reiterate, the average length of service of Christian Reformed Church missionaries had declined in the past 15 years from 10.1 years of service to 4.1 years of missionary service.

Seemingly, the next step in the process to seek to slow this erosion process and maintain a viable missionary force by the Christian Reformed Church is to conduct a systematic study of the stress factors related to attrition. This writer is taking this step in his study of the stress factors related to the attrition of Christian Reformed Church missionary personnel in a West African work environment.

Before a review of the literature of missionary stress was undertaken, it was essential to grasp a greater understanding of stress theories.

Definitions of individual stress seemed to imply that each individual is facing demands upon himself/herself that produce a disturbance, from whatever source, that causes the individual to react to that situation.

Some of the stress theories cited imply, like Golden-son's (1970) "that one of the basic necessities of life is to develop a capacity to withstand stress" (p. 1265). This concept seems to have important relevance for the trainers of missionaries. This concept seems especially true for those trainers who train newly recruited missionaries to operate in cross-cultural situations. A first

step in strengthening the training process can be an identification of the stress factors related to attrition of missionaries in cross-cultural situations. Hence the relevance of this study for the Christian Reformed Church World Board of Missions.

The concluding section directs its attention to a review of the literature concerning missionary stress. This approach will help to focus on the specific concerns of this research to study the stress factors related to the attrition of missionary personnel of the Christian Reformed Church in West Africa.

CHAPTER III

STUDY DESIGN AND METHODOLOGY

Introduction

Chapter III presents the research design and methodology used in this study. The following are presented and discussed:

1. General information on the population of interest in this study.
2. Steps taken in the development of the instrument.
3. A description of the instrument content for measuring the dependent and independent variables.
4. Instrument reliability and validity information.
5. Procedures used in the administration of the study.
6. Statistical methods used in the analysis of the data.
7. Summary of the research design and methodology.

Population of the Study

The population in this study was the total number of missionaries (137) working for the Christian Reformed Church in Nigeria, Liberia, Sierra Leone, Guinea and Mali in West Africa. These missionaries were either at work on

their mission stations in West Africa or were at home in North America on their regular Home Service assignment.

The missionary staff that made up the population were in the following vocations: (a) teachers, (b) extension workers in community development, (c) medical doctors, (d) church development workers, (e) builders, (f) nurses and rural health workers, (g) administrators, (h) aviation personnel and (i) linguists. (see Table 1)

Table 1

Total Number of Missionaries in Study by Profession
(In Active Service or on Home Leave)

| Profession | Number | Percent |
|----------------------------------|--------|---------|
| 1. Teacher | 54 | 39.5 |
| 2. Community Development Advisor | 8 | 5.8 |
| 3. Linguist | 7 | 5.1 |
| 4. Church Development Worker | 18 | 13.1 |
| 5. Medical Doctor | 4 | 2.9 |
| 6. Nurse/Rural Health Worker | 16 | 11.7 |
| 7. Builder | 6 | 4.4 |
| 8. Aviation Service Personnel | 10 | 7.3 |
| 9. Administrators | 14 | 10.2 |
| Total: | 137 | 100.0 |

The study involved 29 missionaries who had terminated their service with the Christian Reformed Church World Missions Board and were now residing in Canada or the United States. These missionaries had resigned within the past two years or after January 31, 1984 (see Table 2). These missionaries had all worked in Nigeria.

Table 2

Total Number of Missionaries Who Have Resigned From Active Service With the Christian Reformed Church World Missions Board by Profession

| | Profession | Number | Percent |
|----|----------------------------|--------|---------|
| 1. | Teachers | 16 | 55.2 |
| 2. | Builders | 5 | 17.2 |
| 3. | Aviation Service Personnel | 6 | 20.7 |
| 4. | Administration | 2 | 6.9 |
| | | <hr/> | <hr/> |
| | Total: | 29 | 100.0 |

Source. From Annual Report, Christian Reformed Church World Missions Board, (Van Tol, 1986, p. 3).

This study involved the missionaries employed by the Christian Reformed Church. The countries of West Africa where they were working or had worked in Nigeria, Liberia, Sierra Leone, Mali and Guinea.

In this study the missionaries in Sierra Leone, Mali and Guinea were combined into one group because of the small sample size in each individual country. The similarities that existed in these new mission fields were expected to reflect the views and feelings of this combined group in the study. Isaac and Michael (1983) indicated that all things being equal, it is still preferable to increase the sample size, wherever practical, in comparison studies.

Table 3

Total Number of Missionaries in Study by Country
of Service Including Those Who Had
Resigned or Were on Leave

| | Country | Number | Percent |
|----|---------------------------|--------|---------|
| 1. | Nigeria | 104 | 62.6 |
| 2. | Nigeria, (Resigned) | 29 | 17.5 |
| 3. | Liberia | 22 | 13.2 |
| 4. | Sierra Leone, Guinea/Mali | 11 | 6.6 |
| | Total | 166 | 100.0 |

This study was carried out from February 1, 1986 to August 30, 1986. In the two-year period prior to the date that this study was begun, no resignations of missionary personnel were recorded for any country except Nigeria.

From the information that was received from two respondents, a transfer had occurred for them in 1985 from Sierra Leone to Liberia. In this study, they were listed as working in Liberia.

The responses to the request for missionary participation in the study are recorded in Table 4.

Table 4
Distribution of Respondents in Study by
Their Country of Residence While
in Missionary Service

| | Country | Number | Percent Response |
|----|----------------------------------|--------|------------------|
| 1. | Nigeria | 79 | 76 |
| 2. | Nigeria (Resigned) | 22 | 76 |
| 3. | Liberia | 22 | 100 |
| 4. | Sierra Leone, Guinea and Mali | 10 | 91 |
| | Total | 133 | 80 |

Table 5 reflects an analysis of the responses using the site of the missionary, either at work on the mission field in West Africa, or at home resigned from further service, or on a regular leave, as variables.

Table 5
Distribution of Respondents in the Study by
Their Status as Missionaries by Site

| Site | Number | Percent |
|----------------------|--------|---------|
| Out on Mission Field | 70 | 52.6 |
| Home On Leave | 41 | 30.8 |
| Home, Resigned | 22 | 16.5 |
| Total | 133 | 100.0 |

Included in this study was an analysis of responses by using the setting, either urban or rural, where the respondents lived, as an independent variable. The distribution of the respondents is shown in Table 6.

Table 6
Distribution of Respondents in the Study by Their
Status as Missionaries by Setting.

| Setting | Number | Percent |
|---------|--------|---------|
| Rural | 99 | 74.4 |
| Urban | 34 | 25.6 |
| Total | 133 | 100.0 |

Development of the Instrument

The instrument used in this study to determine the stress-related factors associated with missionary attrition was a modified version of the instrument developed by Dorothy Gish of Messiah College, Pennsylvania in 1981. Her interest area was to determine what caused debilitating stress in missionaries and how one could measure missionary stress. She developed a Likert-type scale after identifying specific stress generating events, situations or environments from extensive review of the literature available, extended discussions with missionary society executives, exploratory conversations with missionaries, extrapolations from the experiences of a psychologist working with missionaries, and an examination of her personal recollections of missionary life (Gish, 1982).

Gish recognized that there were, in contrast to those experiences that caused stress, events and personal experiences that were gratifying and a source of satisfaction to some missionaries. Her study did not include the identification of "satisfiers." Her research instrument used a Likert-like scale that rated six possible responses, on a scale of 0-5 to determine stress. In the instrument, 0 indicated the item didn't apply, 1, no stress, and 5, great stress. Gish indicated that it appeared that many people considered 0 part of the scale and level 1 came to mean little stress rather than no stress.

In developing the instrument for this study, an opportunity was given for respondents to identify items of stress and items that gave satisfaction to the missionary. Each item was rated on a response scale that modified the "0" response in the Gish instrument to indicate, neither frustration nor satisfaction, X, doesn't apply, -2, major frustration, -1, minor frustration, +1 minor satisfaction, and +2, major satisfaction.

The instrument has three sections: Section A contains 13 questions to gather demographic information, Section B contains 106 items designed to get a response on possible sources of stress for some while at the same time allowing for a response that the same items might be a source of satisfaction to others, and Section C which has four additional questions to allow all of the respondents an opportunity to list major sources of satisfaction or frustration.

For the purpose of this study, three questions in Section A were used as independent variables. To study the relationship between the site and the perceived level of stress, measured by the responses to the 106 items in the instrument, question (3) requested missionaries to indicate whether they were working on the mission field in West Africa, whether they were home in North America on leave, or whether they were at home in North America, resigned from further service. To study the relationship

between the setting and the perceived level of stress, question (12) requested missionaries to indicate whether they lived in a rural or urban setting. To study the relationship between the country of residence and the perceived level of stress, missionaries were asked in question (7) to indicate in which overseas country they were working or had worked as a missionary. The remaining questions in Section A were used to gather information that was used by the Christian Reformed World Missions Board (see Appendix E), but was not relevant to the purpose of this study.

The 106 items in Section B of the instrument reflect those found in the Gish (1982) instrument. The questions posed in Section C of the instrument were added to the instrument used by Gish (1982). These questions were also used by Bailey and Jackson (1965) and Gish in a study with missionary nurses (1983). An opportunity was given to each respondent in these questions to rate their current level of stress using a scale from 1 to 10, with 1 being low and 10 being high.

Missionaries were also asked to rate their current level of satisfaction on an identical scale at the end of the instrument. The purpose of this was to provide an opportunity for self-assessment by the missionary and had no application to this study.

Reliability and Validity Information

Since no adequate commercial instrument was found to measure the responses of the missionaries, this writer modified a survey instrument developed by Gish (1982) to measure the sources of missionary stress or conversely, sources of satisfaction (see Appendix A).

It should be noted that in the instrument several items would not fit neatly into a continuum from a stressful situation that would be scored as -2, to a corresponding satisfier that would be scored as +2. An example is item 47, "Dishonesty amongst nationals." Dishonesty among the nationals could hardly be expected to be an item that would be "satisfying" for a missionary. The item could nevertheless indicate a source of stress or possibly, "no stress" for some. For that reason such items were included in the instrument.

Isaac & Michael (1983) indicated that the reliability of an instrument was enhanced by its length. With 106 items in the instrument this criterion was adequately met. Because the writer dealt with a total population of missionaries at the time of the study, they received uniform instruction for the completion of the instrument. The instrument satisfied the criteria that Nie (1975), and Isaac & Michael (1983) indicated as contributing to form-associated and to time-associated reliability.

By using items identified by previous research, as

reported in Chapter II as stressors, content validity was enhanced. These items were possible missionary stress causing activities, events or situations. Gish (1982) in a telephone interview on March 17, 1987, indicated that "there was face validity affirmation by veteran missionaries who responded to her instrument. Correlation studies were incidental. Extensive pre-testing was done before using the items in her instrument.

The instrument was evaluated by Mission administrative staff personnel of the Christian Reformed Church World Missions Board for ease of use and clarity. This did answer the concern of Isaac & Michael (1983), i.e., how well does the content of the test sample the kinds of things about which conclusions are to be drawn?

Procedure for Administration

The instrument was distributed by the Africa Area Secretary of the Christian Reformed Church World Missions Board in order to encourage greater participation among the missionary staff. The Christian Reformed Church World Missions Board promoted this study in order to identify the factors that made missionary work more satisfying and those that made life more frustrating for their staff.

Before a survey can be distributed, it is necessary to obtain needed support for participation. Fonvielle (1982) emphasized that the project must have the support

of top management, as well as employee involvement.

The Africa Secretary of the Christian Reformed World Mission, William Van Tol, in his cover letter, requested that all the missionaries in the employ of the Mission, participate in this survey. All missionaries that were home on leave were also requested to complete the survey.

Twenty-nine missionaries who had resigned in the past two years were also requested to participate in the study.

Distribution of the Instrument

The letters and surveys were sent by first class, regular mail to all missionaries in West Africa. This included Nigeria, Liberia, Sierra Leone, Mali and Guinea. Missionaries home on leave completed the instrument during their de-briefing at the Mission headquarters in Grand Rapids, Michigan.

Follow-Up

Because of the excellent response (85% for those missionaries who would have a continued involvement with the Mission, and 75% for those who had resigned), no letter was sent as a follow up. The writer made a telephone call to three missionaries who had resigned. Two of these responded.

Data Analysis

After the surveys were turned over to the writer, the answers to each item were transferred to data entry sheets and the data were entered into the academic computer at Western Michigan University. A second entry was made to verify the initial input and then frequency distributions were tabulated for the various responses. These are recorded in Appendix B.

Stress Related Factors

To determine what the stress related events and experiences were for missionaries, the frequency response table of the 106 items was analyzed. Any item where a minimum of twenty-five percent of the study population indicated a combined minor stress (-1), and major stress (-2), was considered a stress related factor in missionary attrition.

A rank value of the stress related factors was calculated by adding the value of each response. The sum of the responses provided a relative ranking of stressors and satisfiers. This is recorded in Appendix F.

Relationship Between Site and Perceived Level of Stress Hypothesis A

The hypothesis developed in Chapter II, which stated that missionaries who remain in service overseas show

greater stress than those who are at home, is operationalized as follows:

It is believed that there is a difference between the mean scores of the items in the instrument measured by a one-way analysis of variance for missionaries who were in one of three sites: home in North America on leave, home in North America after resigning, or at work in West Africa. The corresponding null hypothesis, by this procedure, is that there is no difference between the mean scores of items in the instrument for the missionaries at the three sites.

A mean and a standard deviation was calculated for each item. This determined the amount of similarity among subjects for each item in the instrument. The analysis of variance was used to test, at the .05 alpha level, the hypothesis that there is a relationship between the site and the perceived stress levels of the missionaries. The decision to accept or reject the null hypothesis was based on the testing of the total sum scores. The sum total was calculated by adding the value for each item for all of the respondents. If the null hypothesis was rejected, the Sheffe post hoc analysis was used to make pairwise comparisons to determine where the actual differences were.

To determine the relationship between site and the perceived stress factors that were related to missionary attrition, each item in the instrument was then paired

with the independent variable, site. The one-way analysis of variance was used to test the 106 hypotheses corresponding to the items in the instrument. If the hypothesis corresponding to the individual item was rejected at the .05 alpha level, the Sheffe post-hoc analysis was used to make pairwise comparisons to determine where the actual differences occurred. The results are recorded in Appendix D.

Relationship Between Setting and Perceived Level of Stress Hypothesis B

The hypothesis developed in Chapter II, which stated that there is greater stress for missionaries who live in the urban setting rather than the rural, is operationalized as follows:

It is believed that there is a difference between the mean scores of the stress factors for missionaries who live in the urban setting and for those who live in the rural setting of West Africa. The corresponding null hypothesis to be tested by the one-tailed t-test is that there is no difference between the mean scores of the stress factors for missionaries who live in the urban setting and those who live in rural settings of West Africa.

A mean and a standard deviation was calculated for each item. This determined the amount of similarity among subjects for each item in the instrument. The t-test was used to test the hypothesis, at the .05 alpha level, that

there is a relationship between the setting and perceived levels of stress resulting from identified situations, events and experiences. The decision to accept or reject the null hypothesis was based on the testing of the total sum scores, calculated by adding the values for each item for all of the respondents.

To determine the relationship between setting and the perceived stress factors that were related to missionary attrition, each item in the instrument was then paired with the dependent variable, setting. The t-test was used to test the 106 hypotheses corresponding to the items in the instrument. These are reported in Table 12.

Relationship Between Country of Residence and Perceived Level of Stress--Hypothesis C

The hypothesis developed in Chapter II which stated that there is a difference in the missionary stress levels depending on the country they resided in was operationalized as follows:

It is believed that there is a difference between the mean scores of the items in the instrument measured by a one-way analysis of variance for missionaries who lived in Nigeria, Liberia, Sierra Leone, Guinea, or Mali. The corresponding null hypothesis, by this procedure, is that there is no difference between the mean scores of the items in the instrument for the missionaries who live in Nigeria, Liberia, Sierra Leone, Guinea, or Mali.

A mean and a standard deviation was calculated for each item. This determined the amount of similarity among subjects for each item in the instrument. The probability of committing a Type I error was set at .05 for testing the null hypothesis. If the exact probability was less than the alpha level of .05, the null hypothesis was rejected in favor of the alternative, concluding that there was a difference in means between groups. The decision to accept or reject the null hypothesis was based on the testing of the total sum scores. The sum total was calculated by adding the value for each item for all of the respondents. If the null hypothesis was rejected, the Sheffe post-hoc analysis was used to make pairwise comparisons to determine where the actual differences were.

To determine the relationship between the country of residence and the perceived stress factors that were related to missionary attrition, each item in the instrument was then paired with the independent variable, country. The one-way analysis of variance was used to test the items in the instrument. If the null hypothesis corresponding to the individual items was rejected at the .05 alpha level, the Sheffe post-hoc analysis was used to make pairwise comparisons to determine where the actual differences occurred. The results are recorded in Appendix D.

Summary

In the preceding chapter the study design and methodology was described. By using the total number of active missionaries presently employed by the Christian Reformed Church World Missions Board, sampling was not involved. Tables to indicate the distribution of the respondents in the study according to site, setting and country of residence provided information for the three sub-hypotheses that were tested.

Steps taken in the development of the instrument, together with a description of the instrument, followed. Information concerning the reliability and validity of the instrument were discussed. Procedures that were followed in the administration of the instrument were then presented.

A discussion of the statistical analysis procedures was included in the development of the restated hypotheses that were actually used for testing purposes. The analysis of variance (ANOVA) and Sheffe test were used to test the hypotheses where there were more than two groups compared. When there were only two groups to be compared, the one-tailed t-test was used. The next chapter presents the results from the collected data.

CHAPTER IV

RESULTS

Introduction

This chapter contains the findings of the study. The response rate is reported first, followed by a review of the factors that affected the high response rate.

General information about the population deduced from the collected data is presented next. The frequency table of the response items that reflected minor and major stress for the respondents forms the basis for determining the stress related items associated with missionary attrition.

The results of the analysis of variance between the independent and selected dependent variables conclude this chapter. In testing the first null hypothesis, Site, with the one-way analysis of variance, a follow-up Sheffe procedure was done for paired comparison on all items rejected at the .05 alpha level. The results of the Sheffe procedure are recorded in Appendix D.

In testing the second null hypothesis, Setting, the one-tailed t-test procedure was used. The third hypothesis, Country of Residence, again used the analysis of variance with the follow-up Scheffe test procedure for

pairwise comparison. Results are recorded in Appendix D.

Response Rate

One hundred and thirty-three of the 166 subjects (80%) of the total population returned the instrument. This included 80% or 70 of the 87 missionaries on the field, 82% or 41 of the 50 missionaries home on leave and 76% or 22 of the 29 missionaries contacted who had resigned within the past two years. See Table 7.

Table 7
Percentage Response to Research Instrument

| Missionary Subgroup | Number of Subjects | Responses | Percent of Respondents |
|---------------------|--------------------|-----------|------------------------|
| On Field | 87 | 70 | 80 |
| Home on Leave | 50 | 41 | 82 |
| Terminated | 29 | 22 | 76 |
| Total | 166 | 133 | 80 |

The high rate of response is attributed to several factors. There appeared to be a desire to participate in the study. Many of the respondents wrote unsolicited comments.

It should also be noted that missionaries were expected to respond and participate in the study. A continued involvement with the Mission Board for over 85% of the respondents no doubt influenced the excellent response rate that was received.

For those who responded, it was evident from personal comments that missionaries desired to be heard on the subject being reviewed. For some it appeared to be a plea for help. Two respondents did not bother to complete the instrument, using the available space to vent their personal feelings that "nothing will be changed by my participation anyway, so why bother?" Those portions that were answered were included in the study. Sections that were not completed were scored as "0," a response which indicated neither stress nor satisfaction.

No formal follow-up was used as an attempt to increase the response rate. Informal verbal and written reminders were given to missionary staff in service of the Christian Reformed Church World Missions Board who had not returned their completed instrument. Two additional responses were received because of these reminders.

Description of The Respondents

In the study, 49% of the respondents were males; 51% were females. Ninety-four percent of the missionaries were regular appointees while 6% had contracted to serve

for a short term of less than one year.

Fifty-three percent of the subjects participating in the study were out on the foreign mission field, 31% were home on leave and 16% of this group was made up of those who responded after they had resigned.

Sixty-five percent of the respondents had less than two years of occupational experience, 16% had three to five years of occupational experience and 19% had more than five years of experience in their chosen vocation.

Twenty-five percent of the respondents had less than two years of missionary experience. Thirty-two percent had two to five years of missionary experience, 13% had six to ten years of experience and 30% had more than ten years of experience on a mission field.

In this study 76% of the respondents came from Nigeria, 17% from Liberia, 5% from Sierra Leone and 2% from Guinea or Mali.

The age of the respondents ranged from 30% being less than 30 years old, 50% being 31 to 45 years old, 15% being 46 to 60 years old and 4% being over 60 years old.

The marital status of the respondents included 16% being single. This included 1% that indicated an engagement. Eighty-four percent were married. Of those who were married, 77% had children while 23% had none. Of those who had children, 29% were in a boarding school while 71% were at home with their parents.

Seventy-four percent of the missionaries lived in a rural environment; 26% lived in an urban area.

It was noted that 15 hours of weekly recreation and leisure was enjoyed by only 14% of the study group, 22% enjoyed leisure time for 11 to 15 hours, 27% had 8 to 10 hours of recreation each week while 37% had 0 to 7 hours of weekly recreation and leisure. These statistics are recorded in Appendix D.

Identification of Stress Factors

The main purpose of this study was to determine the stress related factors associated with the attrition of Christian Reformed Church missionaries. Fifty nine items were identified as primary stress related factors by the respondents. The frequency table of individual items, (Appendix B), formed the basis for determining the primary stress related items that are associated with missionary attrition. An item was determined to be a primary stressor when a minimum of 25% of the respondents indicated that the item created either minor or major stress when they responded to these items on the instrument.

Fifty-nine items, (see Table 8), were primary stress related items according to the respondents. The total percent of the respondents, (N = 133), who reported minor, (-1), or major, (-2), stress is indicated. The combined total, by percent, is also indicated in Table 8.

Table 8
Sources of Stress by Percent
of Respondents (N = 133)

| Item | Minor Stress (-1) | Major Stress (-2) | Total % |
|---|-------------------------|-------------------------|------------|
| 1. Learning the language | 32.3 | 12.0 | 44.3 |
| 2. Being able to communicate with people in their language | 29.3 | 14.3 | 43.6 |
| 3. Inadequate language training | 31.6 | 20.3 | 51.9 |
| 5. Number of continuing educational opportuni- ties open to me | 18.8 | 8.3 | 27.1 |
| 10. Actual role different from assigned work | 23.3 | 4.5 | 27.8 |
| 11. Inadequate or inappro- priate training for the work I actually do | 21.1 | 5.3 | 26.4 |
| 12. <u>Not</u> having someone to turn to for advice | 34.6 | 12.8 | 47.4 |
| 16. Having responsibility without authority | 20.3 | 7.5 | 27.8 |
| 18. Frequent interruptions in my schedule | 45.9 | 15.8 | 61.7 |
| 24. Inadequate opportunity for a spiritual ministry | 23.3 | 8.3 | 31.6 |
| 30. The way nationals in pos- itions of authority behave towards their own people | 37.6 | 32.3 | 69.9 |
| 31. The way some missionaries behave towards the nationals | 40.6 | 20.3 | 60.9 |
| 32. Shortage of Staff | 30.1 | 12.0 | 42.1 |

Table 8--Continued

| Item | Minor Stress (-1) | Major Stress (-2) | Total % |
|--|-------------------------|-------------------------|------------|
| 33. Lack of sense of responsibility among the national staff | 47.4 | 20.3 | 67.7 |
| 34. Dishonesty among the nationals | 41.4 | 33.1 | 74.5 |
| 35. People coming too late for help or advice | 40.6 | 13.5 | 54.1 |
| 36. Conflict between my values and those of the host culture | 49.6 | 18.8 | 68.4 |
| 37. Lack of punctuality on the part of the nationals | 41.4 | 6.8 | 48.2 |
| 38. The poverty of the nationals | 51.1 | 21.8 | 72.9 |
| 39. Shortage of supplies | 48.1 | 24.1 | 72.2 |
| 40. Lack of finances for the work | 23.3 | 9.8 | 33.1 |
| 41. Lack of facilities and equipment | 33.8 | 13.5 | 47.3 |
| 42. Doing the urgent rather than the important tasks | 47.4 | 15.0 | 62.4 |
| 43. Bookkeeping, clerical and inventory work | 21.8 | 4.5 | 26.3 |
| 46. Too much work | 36.8 | 13.5 | 50.3 |
| 49. Not enough time away from station | 28.6 | 4.5 | 33.1 |
| 50. Insufficient rest and sleep | 25.6 | 3.0 | 28.6 |
| 51. Lack of quality family time | 42.9 | 7.5 | 50.4 |

Table 8--Continued

| Item | Minor Stress (-1) | Major Stress (-2) | Total % |
|--|-------------------------|-------------------------|------------|
| 52. Lack of fellowship and "fun" times | 33.1 | 11.3 | 44.4 |
| 53. Isolation | 22.6 | 10.5 | 33.1 |
| 54. Lack of privacy | 36.1 | 18.0 | 54.1 |
| 56. Balancing my role as spouse/parent with missionary role | 36.1 | 11.3 | 47.4 |
| 61. Being separated from my children | 11.3 | 16.5 | 27.8 |
| 62. Being responsible for the medical care of my own family | 22.6 | 3.0 | 25.6 |
| 64. Health hazards and physical dangers | 27.8 | 3.8 | 31.6 |
| 65. Travel difficulties | 50.4 | 12.0 | 62.4 |
| 71. Shortage of household and cooking supplies | 43.6 | 3.8 | 47.4 |
| 72. The mail service | 42.1 | 13.5 | 55.6 |
| 76. Climate | 24.1 | 4.5 | 28.1 |
| 78. Country's political situation | 56.4 | 10.5 | 66.9 |
| 79. Dealing with local and government officials | 38.3 | 25.6 | 63.9 |
| 81. Having a different temperament than that of host culture | 27.1 | 4.5 | 31.6 |
| 82. Restrictions on personal behavior | 27.8 | 3.0 | 30.8 |
| 83. Lack of time and energy for bible study and prayer | 42.9 | 11.3 | 54.1 |

Table 8--Continued

| | Item | Minor Stress (-1) | Major Stress (-2) | Total % |
|------|---|-------------------------|-------------------------|------------|
| 84. | Worship opportunities open to me | 35.3 | 18.8 | 54.1 |
| 85. | Lack of pastoral care | 42.1 | 13.5 | 55.6 |
| 87. | The way policy decisions are made in our organization | 42.9 | 10.5 | 53.4 |
| 88. | The way interpersonal conflicts are handled in our mission | 34.6 | 12.0 | 46.6 |
| 89. | The amount of team spirit | 34.6 | 7.5 | 42.1 |
| 91. | The amount of support and encouragement I receive from field supervisors | 18.8 | 9.0 | 27.8 |
| 92. | The amount of support and encouragement I receive from <u>home office</u> superiors | 25.6 | 3.0 | 28.6 |
| 93. | Field superiors not trained in administration | 25.6 | 6.0 | 31.6 |
| 95. | On-the-field orientation | 30.1 | 11.3 | 41.4 |
| 99. | Lack of a friend with whom I can share freely | 37.6 | 9.8 | 47.4 |
| 101. | Conflict with other missionaries | 42.9 | 9.0 | 51.9 |
| 103. | Conflicts with nationals | 38.3 | 6.8 | 45.1 |
| 104. | Demands made by nationals | 44.4 | 12.0 | 56.4 |
| 105. | Being considered rich by the nationals | 53.4 | 17.3 | 70.7 |
| 106. | Time and effort required to maintain relationship with donors and prayer partners | 37.6 | 7.5 | 45.1 |

Relationship Between Site and Perceived Level
of Stress--Hypothesis A

An analysis of variance was used to test the null hypothesis that the means of the perceived stress levels for the missionaries in each of the three sites (those at work in West Africa, those at home in North America on leave, and those who were home in North America who had resigned from further service) are equal. The null hypothesis was tested at the .05 alpha level.

The study found that there is a difference among the means of the sum total of scores, calculated by adding the values for each item in the instrument for all respondents who were at work in West Africa, those who were home on leave, and those who had resigned. The result is recorded in Table 9.

Table 9

One-Way Analysis of Variance: Site vs. The Sum Total
Scores of Stress Related Factors

| Site | N | M | S.D. |
|---------------|----|-------|-------|
| On Field | 70 | -2.83 | 26.60 |
| Home On Leave | 41 | 14.68 | 22.55 |
| Home Retired | 22 | 5.00 | 20.51 |

$F = 6.63$, $d.f. = (2, 131)$, $p = .00^{**}$, $^{**}p < .05$

With an F value of 6.63, two degrees of freedom between group comparison and 131 degrees of freedom within the group comparison, and a corresponding probability of .00 of obtaining such a value with random scores, the null hypothesis was rejected at the .05 alpha level.

When the null hypothesis was rejected, the Sheffe procedure for pairwise comparisons between groups was used. By using this procedure, it was possible to determine where the actual differences were. It was found that scores of missionaries home on leave, (mean score, 14.68), compared to those in West Africa, (mean score, -2.83), were different at the .05 alpha level.

To determine the relationship between site and the perceived stress factors that were related to missionary attrition, each item in the instrument was paired with the independent variable (site). The one-way analysis of variance was used to test the 106 hypotheses corresponding to the items in the instrument. When the hypothesis corresponding to the individual item was rejected at the .05 alpha level, the Sheffe procedure was used to make the pairwise comparisons to determine where the actual differences were. Results are reported in Appendix D.

There were 21 hypotheses corresponding to the items that supported the hypothesis at the .05 alpha level. These are reported in Table 10 and they are marked with a double asterisk (**).

Table 10

One Way Analysis of Variance: Site vs.
Individual Stress Related Factors

N = 70 At Work in West Africa
= 41 Home On Leave
= 22 Resigned From Service

d. f. = (2, 131)

| Item | M. | S.D. | F | p |
|---|------|------|------|-----|
| 1. Learning the language | | | | |
| In West Africa | -.01 | 1.35 | | |
| Home On Leave | .15 | 1.31 | | |
| Resigned | -.14 | 1.49 | | |
| | | | .34 | .71 |
| 2. Being able to communicate with the people in their language | | | | |
| In West Africa | .31 | 1.56 | | |
| Home On Leave | .56 | 1.50 | | |
| Resigned | -.09 | 1.69 | | |
| | | | 1.25 | .29 |
| 3. Inadequate language training | | | | |
| In West Africa | -.74 | .85 | | |
| Home On Leave | -.51 | .93 | | |
| Resigned | -.68 | .99 | | |
| | | | .86 | .42 |
| 4. Learning new skills | | | | |
| In West Africa | .76 | .92 | | |
| Home On Leave | .76 | .86 | | |
| Resigned | .73 | .94 | | |
| | | | .01 | .99 |
| 5. Continuing education oppor- tunities open to me | | | | |
| In West Africa | .04 | .99 | | |
| Home On Leave | .17 | .97 | | |
| Resigned | .27 | .98 | | |
| | | | 1.13 | .33 |

Table 10--Continued

| Item | M. | S.D. | F. | p |
|--|------|------|------|-------|
| 6. The challenge of my work | | | | |
| In West Africa | 1.13 | 1.23 | | |
| Home On Leave | 1.51 | .87 | | |
| Resigned | 1.55 | .86 | | |
| | | | 2.26 | .11 |
| 7. The variety of tasks in my work | | | | |
| In West Africa | .79 | 1.19 | | |
| Home On Leave | 1.37 | .86 | | |
| Resigned | 1.50 | .74 | | |
| | | | 6.23 | .00** |
| 8. Doing jobs usually considered men's work | | | | |
| In West Africa | .24 | .67 | | |
| Home On Leave | .27 | .67 | | |
| Resigned | .23 | .61 | | |
| | | | .03 | .97 |
| 9. Having areas of responsibility other than assigned work | | | | |
| In West Africa | -.03 | .82 | | |
| Home On Leave | .29 | 1.03 | | |
| Resigned | .77 | .87 | | |
| | | | 7.70 | .00** |
| 10. Actual role different from the anticipated role | | | | |
| In West Africa | -.34 | .72 | | |
| Home On Leave | -.07 | .85 | | |
| Resigned | .32 | .72 | | |
| | | | 6.62 | .00** |
| 11. Inadequate or inappropriate training for the work I do | | | | |
| In West Africa | -.24 | .55 | | |
| Home On Leave | .27 | .63 | | |
| Resigned | .45 | .74 | | |
| | | | 1.03 | .36 |

Table 10--Continued

| Item | M. | S.D. | F | p |
|--|------|------|------|-------|
| 12. Not having someone to turn to for advice | | | | |
| In West Africa | -.69 | .75 | | |
| Home On Leave | -.36 | .70 | | |
| Resigned | -.68 | .65 | | |
| | | | 2.78 | .07 |
| 13. Working without supervision | | | | |
| In West Africa | .11 | .60 | | |
| Home On Leave | .15 | .76 | | |
| Resigned | .32 | 1.04 | | |
| | | | .65 | .53 |
| 14. Being responsible for the care of other missionaries | | | | |
| In West Africa | .03 | .98 | | |
| Home On Leave | .68 | .99 | | |
| Resigned | .41 | 1.05 | | |
| | | | 5.79 | .00** |
| 15. Having a lot of responsibility delegated to me | | | | |
| In West Africa | .29 | .84 | | |
| Home On Leave | .59 | .81 | | |
| Resigned | 1.09 | .68 | | |
| | | | 8.64 | .00** |
| 16. Having responsibility without authority | | | | |
| In West Africa | -.39 | .73 | | |
| Home On Leave | .05 | .84 | | |
| Resigned | .14 | 1.17 | | |
| | | | 4.97 | .01** |
| 17. Being able to arrange my own schedule | | | | |
| In West Africa | .94 | .86 | | |
| Home On Leave | 1.05 | 1.05 | | |
| Resigned | 1.18 | .59 | | |
| | | | .65 | .53 |

Table 10--Continued

| Item | M. | S.D. | F | p |
|--|------|------|------|-------|
| 18. Frequent interruptions in my schedule | | | | |
| In West Africa | .76 | .86 | | |
| Home On Leave | .49 | 1.00 | | |
| Resigned | .73 | .83 | | |
| | | | 1.21 | .30 |
| 19. The way my job capitalizes on my skills | | | | |
| In West Africa | .57 | 1.16 | | |
| Home On Leave | 1.00 | .87 | | |
| Resigned | .82 | .91 | | |
| | | | 2.27 | .11 |
| 20. Worthwhileness of my job | | | | |
| In West Africa | 1.11 | 1.16 | | |
| Home On Leave | 1.34 | .88 | | |
| Resigned | 1.23 | .87 | | |
| | | | .62 | .54 |
| 21. Seeing visible and tangible results of my work | | | | |
| In West Africa | .77 | 1.12 | | |
| Home On Leave | 1.17 | 1.07 | | |
| Resigned | .82 | 1.29 | | |
| | | | 1.67 | .19 |
| 22. Helping to relieve the pain and suffering around me | | | | |
| In West Africa | .51 | 1.15 | | |
| Home On Leave | 1.02 | .88 | | |
| Resigned | 1.05 | .84 | | |
| | | | 4.20 | .02** |
| 23. Seeing people accept Christ | | | | |
| In West Africa | 1.11 | 1.11 | | |
| Home On Leave | 1.27 | .98 | | |
| Resigned | 1.32 | .78 | | |
| | | | .48 | .62 |

Table 10--Continued

| Item | M. | S.D. | F | p |
|---|------|------|------|-------|
| 24. Inadequate opportunities for a spiritual ministry | | | | |
| In West Africa | -.47 | .72 | | |
| Home On Leave | -.20 | .75 | | |
| Resigned | -.23 | .69 | | |
| | | | 2.25 | .11 |
| 25. Working with some dedicated nationals | | | | |
| In West Africa | 1.20 | .94 | | |
| Home On Leave | 1.37 | .83 | | |
| Resigned | 1.45 | .80 | | |
| | | | .89 | .41 |
| 26. Training nationals so that they can help their own people | | | | |
| In West Africa | .99 | .88 | | |
| Home On Leave | 1.12 | .95 | | |
| Resigned | 1.32 | 1.04 | | |
| | | | 1.13 | .33 |
| 27. Having some students who were really eager to learn | | | | |
| In West Africa | .91 | .94 | | |
| Home On Leave | 1.41 | .87 | | |
| Resigned | 1.36 | 1.14 | | |
| | | | 4.25 | .02** |
| 28. Nationals assuming leadership positions in the work | | | | |
| In West Africa | .67 | 1.06 | | |
| Home On Leave | .88 | 1.00 | | |
| Resigned | 1.41 | 1.05 | | |
| | | | 4.21 | .02** |
| 29. Working under a national | | | | |
| In West Africa | .21 | .81 | | |
| Home On Leave | .41 | .84 | | |
| Resigned | .23 | .97 | | |
| | | | .77 | .47 |

Table 10--Continued

| Item | M. | S.D. | F | p |
|--|-------|------|------|-----|
| 30. The way nationals in positions of authority behave toward their own people | | | | |
| In West Africa | -.96 | 1.10 | | |
| Home On Leave | -.85 | .94 | | |
| Resigned | -.82 | .91 | | |
| | | | .22 | .80 |
| 31. The way some missionaries behave towards the nationals | | | | |
| In West Africa | .61 | 1.01 | | |
| Home On Leave | .73 | .87 | | |
| Resigned | .73 | 1.08 | | |
| | | | .23 | .79 |
| 32. Shortage of staff | | | | |
| In West Africa | -.47 | .72 | | |
| Home On Leave | -.46 | .67 | | |
| Resigned | -.77 | .87 | | |
| | | | 1.59 | .21 |
| 33. Lack of sense of responsibility among the national staff | | | | |
| In West Africa | -.83 | .78 | | |
| Home On Leave | -.71 | .78 | | |
| Resigned | -1.14 | .83 | | |
| | | | 2.14 | .12 |
| 34. Dishonesty among the nationals | | | | |
| In West Africa | -1.10 | .82 | | |
| Home On Leave | -.85 | .82 | | |
| Resigned | -1.27 | .77 | | |
| | | | 2.16 | .12 |
| 35. People coming too late or as a last resort for help | | | | |
| In West Africa | -.64 | .72 | | |
| Home On Leave | -.56 | .71 | | |
| Resigned | -.86 | .83 | | |
| | | | 1.22 | .30 |

Table 10--Continued

| Item | M. | S.D. | F | p |
|--|-------|------|------|-----|
| 36. Conflict between my values and those of the host culture | | | | |
| In West Africa | -.94 | .80 | | |
| Home On Leave | -.61 | .80 | | |
| Resigned | -.77 | .81 | | |
| | | | 2.27 | .11 |
| 37. Lack of punctuality by the nationals | | | | |
| In West Africa | -.57 | .65 | | |
| Home On Leave | -.41 | .77 | | |
| Resigned | -.45 | .80 | | |
| | | | .68 | .51 |
| 38. The poverty of the nationals | | | | |
| In West Africa | -.90 | .68 | | |
| Home On Leave | -1.00 | .74 | | |
| Resigned | -1.00 | .69 | | |
| | | | .34 | .72 |
| 39. Shortage of supplies | | | | |
| In West Africa | -.91 | .74 | | |
| Home On Leave | -1.07 | .69 | | |
| Resigned | -.91 | .75 | | |
| | | | .70 | .50 |
| 40. Lack of finances for the work | | | | |
| In West Africa | -.49 | .76 | | |
| Home On Leave | -.24 | .70 | | |
| Resigned | -.36 | .58 | | |
| | | | 1.51 | .23 |
| 41. Lack of facilities and equipment | | | | |
| In West Africa | -.59 | .75 | | |
| Home On Leave | -.44 | .81 | | |
| Resigned | -.77 | .75 | | |
| | | | 1.37 | .26 |

Table 10--Continued

| Item | M. | S.D. | F | p |
|--|-------|------|------|-------|
| 42. Doing the urgent rather than the important | | | | |
| In West Africa | -.78 | .69 | | |
| Home On Leave | -.56 | .63 | | |
| Resigned | -1.04 | .90 | | |
| | | | 3.47 | .03** |
| 43. Doing bookkeeping, clerical and inventory work | | | | |
| In West Africa | .00 | .96 | | |
| Home On Leave | -.10 | .91 | | |
| Resigned | .36 | .85 | | |
| | | | 1.83 | .16 |
| 44. Being involved in teaching and other evangelism work | | | | |
| In West Africa | .99 | .91 | | |
| Home On Leave | 1.27 | .84 | | |
| Resigned | 1.27 | .77 | | |
| | | | 1.79 | .17 |
| 45. Helping communities develop their own programs | | | | |
| In West Africa | .44 | .77 | | |
| Home On Leave | .56 | .92 | | |
| Resigned | .77 | .87 | | |
| | | | 1.33 | .27 |
| 46. Too much work | | | | |
| In West Africa | .64 | .76 | | |
| Home On Leave | .61 | .83 | | |
| Resigned | .36 | .90 | | |
| | | | 1.02 | .36 |
| 47. Having to work longer and harder than other missionaries | | | | |
| In West Africa | -.26 | .63 | | |
| Home On Leave | .05 | .44 | | |
| Resigned | -.18 | .80 | | |
| | | | 3.28 | .04** |

Table 10--Continued

| Item | M. | S.D. | F | p |
|---|------|------|------|-------|
| 48. Not enough time off | | | | |
| In West Africa | -.39 | .64 | | |
| Home On Leave | -.07 | .52 | | |
| Resigned | -.23 | .43 | | |
| | | | 3.85 | .02** |
| 49. Not enough time away from the station | | | | |
| In West Africa | -.50 | .63 | | |
| Home On Leave | -.17 | .59 | | |
| Resigned | -.27 | .46 | | |
| | | | 4.28 | .01** |
| 50. Insufficient rest and sleep | | | | |
| In West Africa | -.31 | .55 | | |
| Home On Leave | -.22 | .57 | | |
| Resigned | -.41 | .50 | | |
| | | | .89 | .41 |
| 51. Lack of quality family time | | | | |
| In West Africa | -.67 | .70 | | |
| Home On Leave | -.39 | .63 | | |
| Resigned | -.55 | .51 | | |
| | | | 2.44 | .09 |
| 52. Lack of fellowship and "fun" times | | | | |
| In West Africa | -.69 | .73 | | |
| Home On Leave | -.32 | .72 | | |
| Resigned | -.45 | .60 | | |
| | | | 3.66 | .03** |
| 53. Isolation | | | | |
| In West Africa | -.46 | .77 | | |
| Home On Leave | -.12 | .93 | | |
| Resigned | -.45 | .67 | | |
| | | | 2.42 | .09 |
| 54. Lack of privacy | | | | |
| In West Africa | -.86 | .79 | | |
| Home On Leave | -.39 | .70 | | |
| Resigned | -.81 | .80 | | |
| | | | 5.13 | .00** |

Table 10--Continued

| Item | M. | S.D. | F | p |
|---|------|------|------|-------|
| 55. Being single | | | | |
| In West Africa | .04 | .36 | | |
| Home On Leave | .05 | .63 | | |
| Resigned | .09 | .53 | | |
| | | | .08 | .92 |
| 56. Balancing my role as spouse/parent with my missionary role | | | | |
| In West Africa | -.61 | .89 | | |
| Home On Leave | -.15 | 1.01 | | |
| Resigned | -.32 | .99 | | |
| | | | 3.32 | .04** |
| 57. My relationship with my spouse | | | | |
| In West Africa | .97 | 1.08 | | |
| Home On Leave | .63 | 1.16 | | |
| Resigned | 1.23 | .97 | | |
| | | | 2.37 | .10 |
| 58. Rearing my children in a foreign country | | | | |
| In West Africa | .24 | 1.01 | | |
| Home On Leave | .22 | .99 | | |
| Resigned | .41 | .91 | | |
| | | | .29 | .75 |
| 59. The quality of my children's education | | | | |
| In West Africa | .40 | 1.00 | | |
| Home On Leave | .68 | .82 | | |
| Resigned | .45 | .86 | | |
| | | | 1.24 | .29 |
| 60. Teaching my own children | | | | |
| In West Africa | .07 | .62 | | |
| Home On Leave | .07 | .57 | | |
| Resigned | .18 | .66 | | |
| | | | .30 | .74 |

Table 10--Continued

| Item | M. | S.D. | F | p |
|---|------|------|------|-----|
| 61. Being separated from my children | | | | |
| In West Africa | -.44 | .81 | | |
| Home On Leave | -.46 | .71 | | |
| Resigned | -.41 | .73 | .04 | .96 |
| 62. Being responsible for the medical care of my children | | | | |
| In West Africa | -.13 | .67 | | |
| Home On Leave | -.20 | .64 | | |
| Resigned | -.18 | .91 | .13 | .88 |
| 63. The state of my health | | | | |
| In West Africa | .69 | 1.12 | | |
| Home On Leave | .71 | 1.15 | | |
| Resigned | .14 | 1.32 | 2.11 | .13 |
| 64. Health hazards and physical dangers | | | | |
| In West Africa | -.27 | .54 | | |
| Home On Leave | -.32 | .69 | | |
| Resigned | -.45 | .74 | .73 | .49 |
| 65. Travel difficulties | | | | |
| In West Africa | -.69 | .60 | | |
| Home On Leave | -.76 | .83 | | |
| Resigned | -.73 | .88 | .13 | .88 |
| 66. Opportunities for foreign travel | | | | |
| In West Africa | .96 | .97 | | |
| Home On Leave | .90 | .92 | | |
| Resigned | 1.13 | .83 | .46 | .63 |
| 67. Learning about another culture first-hand | | | | |
| In West Africa | 1.34 | .74 | | |
| Home On Leave | 1.59 | .50 | | |
| Resigned | 1.59 | .50 | 2.42 | .09 |

Table 10--Continued

| Item | M. | S.D. | F | p |
|--|------|------|------|-------|
| 68. Challenge of adjusting to another culture | | | | |
| In West Africa | .69 | 1.19 | | |
| Home On Leave | 1.44 | .63 | | |
| Resigned | 1.27 | .55 | | |
| | | | 8.93 | .00** |
| 69. The food which is available | | | | |
| In West Africa | .49 | 1.15 | | |
| Home On Leave | .39 | 1.09 | | |
| Resigned | .45 | 1.14 | | |
| | | | .09 | .91 |
| 70. Trying new foods | | | | |
| In West Africa | .84 | .91 | | |
| Home On Leave | 1.07 | .79 | | |
| Resigned | .95 | .72 | .97 | .38 |
| 71. Shortage of household and cooking supplies | | | | |
| In West Africa | -.47 | .58 | | |
| Home On Leave | -.56 | .67 | | |
| Resigned | -.45 | .51 | .35 | .71 |
| 72. The mail service | | | | |
| In West Africa | -.66 | .90 | | |
| Home On Leave | -.51 | .98 | | |
| Resigned | -.36 | .73 | | |
| | | | .99 | .37 |
| 73. Inadequate personal financial support | | | | |
| In West Africa | -.07 | .46 | | |
| Home On Leave | .04 | .63 | | |
| Resigned | -.05 | .72 | | |
| | | | .60 | .55 |
| 74. Housing policies, (who lives in which house) | | | | |
| In West Africa | -.04 | .75 | | |
| Home On Leave | .05 | .74 | | |
| Resigned | -.09 | .53 | | |
| | | | .33 | .72 |

Table 10--Continued

| Item | M. | S.D. | F | p |
|--|-------|------|------|-------|
| 75. Type of missionary housing and living conditions | | | | |
| In West Africa | .59 | 1.08 | | |
| Home On Leave | .76 | .91 | | |
| Resigned | .86 | 1.08 | | |
| | | | .75 | .48 |
| 76. The climate | | | | |
| In West Africa | .34 | 1.15 | | |
| Home On Leave | .66 | 1.11 | | |
| Resigned | -.18 | 1.10 | | |
| | | | 3.96 | .02** |
| 77. Beauty of the country | | | | |
| In West Africa | 1.03 | .78 | | |
| Home On Leave | 1.00 | .84 | | |
| Resigned | 1.05 | .58 | | |
| | | | .03 | .97 |
| 78. Political situation in the country | | | | |
| In West Africa | -.77 | .71 | | |
| Home On Leave | -.76 | .66 | | |
| Resigned | -.68 | .57 | | |
| | | | .15 | .86 |
| 79. Dealing with local and government officials | | | | |
| In West Africa | -.74 | .96 | | |
| Home On Leave | -.90 | .86 | | |
| Resigned | -1.00 | .69 | | |
| | | | .87 | .42 |
| 80. Being in God's will | | | | |
| In West Africa | 1.50 | .79 | | |
| Home On Leave | 1.58 | .77 | | |
| Resigned | 1.55 | .74 | | |
| | | | .16 | .85 |

Table 10--Continued

| Item | M. | S.D. | F | p |
|---|------|------|------|-----|
| 81. Having a different temperament than that valued by the host culture | | | | |
| In West Africa | .36 | .72 | | |
| Home On Leave | .07 | .81 | | |
| Resigned | .18 | .66 | 1.96 | .14 |
| 82. The restrictions on personal behavior and life style | | | | |
| In West Africa | -.39 | .60 | | |
| Home On Leave | -.17 | .54 | | |
| Resigned | -.41 | .50 | 2.17 | .12 |
| 83. Lack of time and energy for personal bible study and prayer | | | | |
| In West Africa | -.69 | .73 | | |
| Home On Leave | -.66 | .66 | | |
| Resigned | -.50 | .60 | .62 | .54 |
| 84. Worship opportunities open to me | | | | |
| In West Africa | -.51 | 1.35 | | |
| Home On Leave | .00 | 1.30 | | |
| Resigned | -.14 | 1.13 | 2.21 | .11 |
| 85. Lack of pastoral care | | | | |
| In West Africa | -.69 | .83 | | |
| Home On Leave | -.49 | .87 | | |
| Resigned | -.82 | .39 | 1.44 | .24 |
| 86. The male dominated structure of our organization | | | | |
| In West Africa | -.19 | .49 | | |
| Home On Leave | .02 | .79 | | |
| Resigned | -.32 | .72 | 2.42 | .09 |

Table 10--Continued

| Item | M. | S.D. | F | p |
|---|------|------|------|-----|
| 87. The way policy decisions are made in our organization | | | | |
| In West Africa | -.49 | .94 | | |
| Home On Leave | -.49 | .81 | | |
| Resigned | -.45 | .96 | .01 | .99 |
| 88. The way interpersonal conflicts are handled in our mission | | | | |
| In West Africa | -.36 | .80 | | |
| Home On Leave | -.54 | .87 | | |
| Resigned | -.77 | .92 | 2.17 | .11 |
| 89. The amount of team spirit in our mission | | | | |
| In West Africa | -.06 | 1.18 | | |
| Home On Leave | .05 | 1.07 | | |
| Resigned | -.09 | 1.11 | | |
| | | | .15 | .86 |
| 90. The way in which my ideas and suggestions are accepted by the mission | | | | |
| In West Africa | .26 | .85 | | |
| Home On Leave | .51 | .64 | | |
| Resigned | .09 | .61 | | |
| | | | 2.59 | .08 |
| 91. The amount of support and encouragement I receive from my field supervisors | | | | |
| In West Africa | .07 | 1.24 | | |
| Home On Leave | .59 | 1.12 | | |
| Resigned | .09 | 1.07 | | |
| | | | 2.65 | .07 |
| 92. The amount of support I receive from my home office mission supervisors | | | | |
| In West Africa | .13 | 1.11 | | |
| Home On Leave | .56 | .95 | | |
| Resigned | .27 | 1.08 | | |
| | | | 2.15 | .12 |

Table 10--Continued

| Item | M. | S.D. | F | p |
|--|------|------|------|-----|
| 93. Field superiors not being trained in administration | | | | |
| In West Africa | -.37 | .62 | | |
| Home On Leave | -.27 | .59 | | |
| Resigned | -.50 | .60 | | |
| | | | 1.07 | .37 |
| 94. Pre-field orientation | | | | |
| In West Africa | .50 | .83 | | |
| Home On Leave | .54 | .87 | | |
| Resigned | .27 | 1.12 | | |
| | | | .69 | .51 |
| 95. On the field orientation | | | | |
| In West Africa | -.36 | .92 | | |
| Home On Leave | -.32 | .99 | | |
| Resigned | -.27 | .98 | | |
| | | | .07 | .93 |
| 96. Amount of understanding and support given to me by other missionaries when I make mistakes | | | | |
| In West Africa | .31 | .84 | | |
| Home On Leave | .27 | .96 | | |
| Resigned | -.05 | 1.05 | | |
| | | | 1.33 | .27 |
| 97. Amount of appreciation and respect that other missionaries have for me and my work | | | | |
| In West Africa | .46 | 1.06 | | |
| Home On Leave | .71 | .87 | | |
| Resigned | .41 | .91 | | |
| | | | 1.03 | .36 |
| 98. Self acceptance, including self forgiveness | | | | |
| In West Africa | .44 | 1.06 | | |
| Home On Leave | .17 | 1.05 | | |
| Resigned | .14 | 1.21 | | |
| | | | 1.15 | .32 |

Table 10--Continued

| Item | M. | S.D. | F | p |
|---|-------|------|-------|-------|
| 99. Lack of a friend with whom I can share freely | | | | |
| In West Africa | -.63 | .78 | | |
| Home On Leave | -.17 | .95 | | |
| Resigned | -.31 | .95 | | |
| | | | 3.88 | .02** |
| 100. Friendship with other missionaries | | | | |
| In West Africa | .84 | 1.04 | | |
| Home On Leave | .90 | .80 | | |
| Resigned | 1.05 | .79 | | |
| | | | .39 | .67 |
| 101. Conflicts with other missionaries | | | | |
| In West Africa | -.57 | .69 | | |
| Home On Leave | -.29 | .60 | | |
| Resigned | -1.14 | .56 | | |
| | | | 12.23 | .00** |
| 102. Friendship with the nationals | | | | |
| In West Africa | 1.07 | .94 | | |
| Home On Leave | 1.22 | .85 | | |
| Resigned | 1.18 | .80 | | |
| | | | .39 | .68 |
| 103. Conflicts with the nationals | | | | |
| In West Africa | -.56 | .61 | | |
| Home On Leave | -.34 | .62 | | |
| Resigned | -.63 | .79 | | |
| | | | 2.02 | .14 |
| 104. Demands made by the nationals | | | | |
| In West Africa | -.81 | .75 | | |
| Home On Leave | -.34 | .73 | | |
| Resigned | -.59 | .80 | | |
| | | | 5.18 | .00** |

Table 10--Continued

| Item | M. | S.D. | F | p |
|--|------|------|------|-----|
| 105. Being considered rich by the nationals | | | | |
| In West Africa | -.87 | .76 | | |
| Home On Leave | -.80 | .68 | | |
| Resigned | -.95 | .58 | | |
| | | | .33 | .72 |
| 106. Time and effort required to maintain relationship with donors and prayer partners | | | | |
| In West Africa | -.21 | .90 | | |
| Home On Leave | -.46 | .92 | | |
| Resigned | -.55 | .80 | | |
| | | | 1.67 | .19 |

Relationship Between Setting and Perceived
Level of Stress--Hypothesis B

It was expected that there would be a difference between the mean scores of missionaries who lived in the rural areas compared to those who lived in urban centers of the countries where they resided in West Africa. Because there were only two groups to compare in this population, rural and urban, the one-tailed t-test procedure was used to determine whether the difference between the two groups was statistically significant.

No statistical difference was found between the means of the sum total scores of those who lived in rural areas compared to those who lived in urban centers. The result of the t-test is recorded in Table 11.

Table 11

Comparison of Means Using the One-Tailed t-Test Procedure:
Setting vs. Sum Total Stress Related Factors

| Setting | N | M | S.D. |
|---------|-----|------|-------|
| Rural | 99 | 2.11 | 26.12 |
| Urban | 34 | 9.00 | 23.66 |
| Total | 133 | 3.83 | 25.62 |

$t = 1.80$

$p. = .09$

$**p < .05$

$d.f. = 131$

With a t value of 1.80 and a corresponding probability of .09 of obtaining such a value with random scores, the null hypothesis is not rejected at the .05 alpha level.

The differences between the means of the total sum scores of the stress factors for those who lived in rural areas compared to those who lived in urban centers was not statistically significant.

There were only 6 items corresponding to the hypothesis which were supported at the .05 alpha level. These are marked with a double asterisk (**) in Table 12. A brief comment will be made in the concluding chapter of this study on the items that supported the hypothesis at the .05 alpha level.

Table 12

Comparison of Means Using a One-Tailed t-test Procedure:
Setting vs. Individual Stress Related Factors

d. f. = (2, 131)

| Item | M | S.D. | t | p |
|---|------|------|------|------|
| 1. Learning the Language | | | | |
| Rural | .00 | 1.45 | | |
| Urban | .03 | 1.05 | 1.92 | .06 |
| 2. Being able to communicate with the people in their own language | | | | |
| Rural | .31 | 1.62 | | |
| Urban | .36 | 1.41 | 1.33 | .36 |
| 3. Inadequate language training | | | | |
| Rural | -.68 | .97 | | |
| Urban | -.61 | .66 | 2.16 | .02* |
| 4. Learning new skills | | | | |
| Rural | .72 | .88 | | |
| Urban | .85 | .97 | 1.22 | .46 |
| 5. Continuing education oppor- tunities open to me | | | | |
| Rural | -.10 | .94 | | |
| Urban | .00 | 1.15 | 1.48 | .08 |
| 6. The challenge of my work | | | | |
| Rural | 1.22 | 1.15 | | |
| Urban | 1.61 | .83 | 1.93 | .06 |
| 7. The variety of the tasks in my work | | | | |
| Rural | 1.04 | 1.07 | | |
| Urban | 1.21 | 1.11 | 1.08 | .38 |
| 8. Doing jobs usually considered men's work | | | | |
| Rural | .23 | .67 | | |
| Urban | .30 | .64 | 1.10 | .78 |

Table 12--Continued

| Item | M. | S.D. | t | p |
|--|------|------|------|-----|
| 9. Having areas of responsibility other than assigned work | | | | |
| Rural | .15 | .91 | | |
| Urban | .33 | .99 | 1.16 | .86 |
| 10. Actual role different from the anticipated role | | | | |
| Rural | -.18 | .80 | | |
| Urban | -.09 | .77 | 1.09 | .80 |
| 11. Inadequate or inappropriate training for the work I do | | | | |
| Rural | -.26 | .62 | | |
| Urban | -.36 | .60 | .83 | .41 |
| 12. Not having someone to turn to for advice | | | | |
| Rural | -.66 | .73 | | |
| Urban | -.39 | .70 | 1.08 | .84 |
| 13. Working without supervision | | | | |
| Rural | .18 | .76 | | |
| Urban | .12 | .65 | .44 | .33 |
| 14. Being responsible for the care of other missionaries | | | | |
| Rural | .20 | 1.05 | | |
| Urban | .55 | .94 | 1.25 | .72 |
| 15. Having a lot of responsibility delegated to me | | | | |
| Rural | .48 | .89 | | |
| Urban | .61 | .75 | 1.40 | .42 |
| 16. Having responsibility without authority | | | | |
| Rural | -.18 | .91 | | |
| Urban | -.15 | .80 | .18 | .86 |

Table 12--Continued

| Item | M. | S.D. | t | p |
|---|------|------|------|-------|
| 17. Being able to arrange my own schedule | | | | |
| Rural | 1.07 | .91 | | |
| Urban | .88 | .82 | 1.22 | .27 |
| 18. Frequent interruptions in my schedule | | | | |
| Rural | -.71 | .99 | | |
| Urban | -.55 | .56 | 3.09 | .00* |
| 19. The way my job capitalizes on my skills | | | | |
| Rural | .68 | 1.10 | | |
| Urban | .97 | .88 | 1.54 | .26 |
| 20. Worthwhileness of my job | | | | |
| Rural | 1.15 | 1.10 | | |
| Urban | 1.39 | .79 | 1.95 | .03* |
| 21. Seeing visible and tangible results of my work | | | | |
| Rural | .93 | 1.13 | | |
| Urban | .82 | 1.21 | 1.15 | .97 |
| 22. Helping to relieve the pain and suffering around me | | | | |
| Rural | .90 | 1.09 | | |
| Urban | .39 | .79 | 1.92 | .02** |
| 23. Seeing people accept Christ | | | | |
| Rural | 1.15 | 1.08 | | |
| Urban | 1.33 | .82 | 1.76 | .11 |
| 24. Inadequate opportunities for a spiritual ministry | | | | |
| Rural | -.33 | .77 | | |
| Urban | -.36 | .60 | 1.63 | .06 |

Table 12--Continued

| Item | M. | S.D. | t | p |
|---|------|------|------|-----|
| 25. Working with some dedicated nationals | | | | |
| Rural | 1.34 | .88 | | |
| Urban | 1.15 | .91 | 1.05 | .82 |
| 26. Training nationals so that they can help their own people | | | | |
| Rural | 1.13 | .93 | | |
| Urban | .94 | .93 | 1.00 | .96 |
| 27. Having some students who were eager to learn | | | | |
| Rural | 1.09 | 1.00 | | |
| Urban | 1.27 | .91 | 1.21 | .83 |
| 28. Nationals assuming leadership positions in the work | | | | |
| Rural | .93 | 1.04 | | |
| Urban | .61 | 1.12 | 1.15 | .60 |
| 29. Working under a national | | | | |
| Rural | .24 | .85 | | |
| Urban | .42 | .83 | 1.08 | .42 |
| 30. The way nationals in positions of authority behave towards their own people | | | | |
| Rural | -.96 | .99 | | |
| Urban | -.76 | 1.09 | 1.22 | .69 |
| 31. The way some missionaries behave towards the nationals | | | | |
| Rural | .62 | .99 | | |
| Urban | .82 | .95 | 1.05 | .45 |
| 32. Shortage of staff | | | | |
| Rural | -.48 | .73 | | |
| Urban | -.64 | .74 | 1.03 | .45 |

Table 12--Continued

| Item | M. | S.D. | t | p |
|--|-------|------|------|-------|
| 33. Lack of sense of responsibility among the national staff | | | | |
| Rural | -.83 | .80 | | |
| Urban | -.88 | .78 | 1.07 | .43 |
| 34. Dishonesty among the nationals | | | | |
| Rural | -1.08 | .83 | | |
| Urban | -1.00 | .79 | 1.10 | .78 |
| 35. People coming too late for help | | | | |
| Rural | -.71 | .79 | | |
| Urban | -.48 | .57 | 1.93 | .06 |
| 36. Conflict between my values and those of the host culture | | | | |
| Rural | -.81 | .88 | | |
| Urban | -.85 | .57 | 2.40 | .00** |
| 37. Lack of punctuality by the nationals | | | | |
| Rural | -.32 | .75 | | |
| Urban | -.85 | .62 | 1.47 | .04** |
| 38. The poverty of the nationals | | | | |
| Rural | -.94 | .71 | | |
| Urban | -1.00 | .66 | 1.16 | .33 |
| 39. Shortage of supplies | | | | |
| Rural | -.96 | .71 | | |
| Urban | -.97 | .77 | 1.17 | .28 |
| 40. Lack of finances for the work | | | | |
| Rural | -.38 | .72 | | |
| Urban | -.42 | .71 | 1.04 | .47 |
| 41. Lack of facilities and equipment | | | | |
| Rural | -.61 | .79 | | |
| Urban | -.21 | .51 | 2.51 | .01* |

Table 12--Continued

| Item | | M. | S.D. | t | p |
|------|--|------|------|------|-------|
| 42. | Doing the urgent rather than the important | | | | |
| | Rural | -.80 | .74 | | |
| | Urban | -.64 | .65 | 1.29 | .62 |
| 43. | Doing bookkeeping, clerical and inventory work | | | | |
| | Rural | .02 | .90 | | |
| | Urban | .06 | 1.06 | 1.37 | .36 |
| 44. | Being involved in teaching and other evangelism work | | | | |
| ° | Rural | 1.13 | .89 | | |
| | Urban | 1.09 | .84 | 1.11 | .38 |
| 45. | Helping communities develop their own programs | | | | |
| | Rural | .66 | .88 | | |
| | Urban | .15 | .57 | 2.43 | .00** |
| 46. | Too much work | | | | |
| | Rural | .61 | .80 | | |
| | Urban | .51 | .83 | .61 | .28 |
| 47. | Having to work longer and harder than other missionaries | | | | |
| | Rural | -.18 | .67 | | |
| | Urban | -.06 | .43 | 2.48 | .00* |
| 48. | Not enough time off | | | | |
| | Rural | -.28 | .61 | | |
| | Urban | -.21 | .55 | 1.24 | .75 |
| 49. | Not enough time away from the station | | | | |
| | Rural | -.41 | .66 | | |
| | Urban | -.21 | .41 | 2.49 | .00* |

Table 12--Continued

| Item | M. | S.D. | t | p |
|---|------|------|------|------|
| 50. Insufficient rest and sleep | | | | |
| Rural | -.34 | .59 | | |
| Urban | -.18 | .39 | 2.28 | .01* |
| 51. Lack of quality family time | | | | |
| Rural | -.64 | .69 | | |
| Urban | -.36 | .49 | 2.01 | .05* |
| 52. Lack of fellowship and "fun" times | | | | |
| Rural | -.56 | .75 | | |
| Urban | -.51 | .62 | 1.45 | .35 |
| 53. Isolation | | | | |
| Rural | -.33 | .86 | | |
| Urban | -.42 | .71 | 1.46 | .11 |
| 54. Lack of privacy | | | | |
| Rural | -.78 | .83 | | |
| Urban | -.48 | .62 | 2.15 | .06 |
| 55. Being single | | | | |
| Rural | .04 | .40 | | |
| Urban | .09 | .68 | 2.85 | .00* |
| 56. Balancing my role as spouse/parent with my missionary role | | | | |
| Rural | -.37 | 1.02 | | |
| Urban | -.58 | .79 | 1.65 | .06 |
| 57. My relationship with my spouse | | | | |
| Rural | 1.00 | 1.08 | | |
| Urban | .67 | 1.14 | 1.11 | .34 |
| 58. Rearing my children in a foreign country | | | | |
| Rural | .19 | .99 | | |
| Urban | .45 | .97 | 1.03 | .48 |

Table 12--Continued

| Item | M. | S.D. | t | p |
|---|------|------|------|------|
| 59. The quality of my children's education | | | | |
| Rural | .45 | .92 | | |
| Urban | .61 | .97 | 1.11 | .34 |
| 60. Teaching my own children | | | | |
| Rural | .06 | .60 | | |
| Urban | .18 | .64 | 1.11 | .34 |
| 61. Being separated from my children | | | | |
| Rural | -.56 | .82 | | |
| Urban | -.12 | .41 | 3.93 | .00* |
| 62. Being responsible for the medical care of my children | | | | |
| Rural | -.20 | .73 | | |
| Urban | -.03 | .64 | 1.31 | .59 |
| 63. The state of my health | | | | |
| Rural | .26 | .58 | | |
| Urban | .75 | .83 | 2.26 | .06 |
| 64. Health hazards and physical dangers | | | | |
| Rural | -.32 | .67 | | |
| Urban | -.30 | .47 | .19 | .43 |
| 65. Travel difficulties | | | | |
| Rural | -.79 | .75 | | |
| Urban | -.52 | .62 | 1.45 | .35 |
| 66. Opportunities for foreign travel | | | | |
| Rural | .89 | .96 | | |
| Urban | 1.21 | .82 | 1.36 | .48 |
| 67. Learning about another culture first-hand | | | | |
| Rural | 1.44 | .64 | | |
| Urban | 1.48 | .67 | 1.08 | .76 |

Table 12--Continued

| Item | M. | S.D. | t | p |
|--|------|------|------|-------|
| 68. Challenge of adjusting to another culture | | | | |
| Rural | .97 | 1.05 | | |
| Urban | 1.12 | .89 | 1.39 | .44 |
| 69. The food which is available | | | | |
| Rural | .41 | 1.14 | | |
| Urban | .58 | 1.09 | 1.10 | .79 |
| 70. Trying new foods | | | | |
| Rural | .92 | .88 | | |
| Urban | .96 | .77 | 1.30 | .41 |
| 71. Shortage of household and cooking supplies | | | | |
| Rural | -.45 | .59 | | |
| Urban | -.63 | .60 | 1.03 | .44 |
| 72. The mail service | | | | |
| Rural | -.47 | .95 | | |
| Urban | -.82 | .68 | 1.94 | .02** |
| 73. Inadequate personal financial support | | | | |
| Rural | .00 | .55 | | |
| Urban | -.12 | .60 | 1.18 | .27 |
| 74. Housing policies, (who lives in which house) | | | | |
| Rural | -.14 | .64 | | |
| Urban | .04 | .85 | 1.98 | .08 |
| 75. Type of missionary housing and living conditions | | | | |
| Rural | .59 | 1.06 | | |
| Urban | .94 | .90 | 1.39 | .44 |
| 76. The climate | | | | |
| Rural | .28 | 1.12 | | |
| Urban | .55 | 1.28 | 1.05 | .45 |

Table 12--Continued

| Item | M. | S.D. | t | p |
|--|------|------|------|------|
| 77. Beauty of the country | | | | |
| Rural | .96 | .77 | | |
| Urban | 1.21 | .74 | 1.08 | .83 |
| 78. Political situation in the country | | | | |
| Rural | -.74 | .69 | | |
| Urban | -.82 | .58 | 1.41 | .14 |
| 79. Dealing with local and government officials | | | | |
| Rural | -.81 | .90 | | |
| Urban | -.91 | .88 | 1.05 | .46 |
| 80. Being in God's will | | | | |
| Rural | 1.55 | .75 | | |
| Urban | 1.52 | .83 | 1.25 | .20 |
| 81. Having a different temperament than that valued by the host culture | | | | |
| Rural | .18 | .79 | | |
| Urban | .42 | .61 | 1.82 | .11 |
| 82. Restrictions on personal behavior and life style | | | | |
| Rural | -.30 | .60 | | |
| Urban | -.36 | .49 | 1.49 | .10 |
| 83. Lack of time and energy for personal bible study and prayer | | | | |
| Rural | -.64 | .71 | | |
| Urban | -.70 | .64 | 1.23 | .26 |
| 84. Worship opportunities open to me | | | | |
| Rural | -.43 | 1.27 | | |
| Urban | .09 | 1.37 | 1.17 | .81 |
| 85. Lack of pastoral care | | | | |
| Rural | -.74 | .80 | | |
| Urban | -.36 | .70 | 2.56 | .01* |

Table 12--Continued

| Item | M. | S.D. | t | p |
|--|------|------|------|------|
| 86. The male dominated structure of our organization | | | | |
| Rural | -.14 | .67 | | |
| Urban | -.15 | .57 | 1.40 | .14 |
| 87. The way policy decisions are made in our organization | | | | |
| Rural | .51 | .84 | | |
| Urban | .39 | 1.09 | .54 | .30 |
| 88. The way interpersonal conflicts are handled in our mission | | | | |
| Rural | -.49 | .86 | | |
| Urban | -.42 | .83 | .42 | .34 |
| 89. The amount of team spirit in our mission | | | | |
| Rural | -.10 | 1.13 | | |
| Urban | .18 | 1.13 | 1.00 | .96 |
| 90. The way in which my ideas and suggestions are accepted by the mission | | | | |
| Rural | .27 | .67 | | |
| Urban | .42 | 1.00 | 2.25 | .00* |
| 91. The amount of support and encouragement I receive from my field supervisors | | | | |
| Rural | .14 | 1.18 | | |
| Urban | .51 | 1.20 | 1.03 | .89 |
| 92. The amount of support that I receive from my home office mission supervisors | | | | |
| Rural | .18 | 1.07 | | |
| Urban | .64 | .99 | 1.16 | .96 |
| 93. Field supervisors not being trained in administration | | | | |
| Rural | -.35 | .61 | | |
| Urban | -.36 | .60 | 1.03 | .48 |

Table 12--Continued

| Item | M. | S.D. | t | p |
|--|------|------|------|-----|
| 94. Pre-field orientation | | | | |
| Rural | .46 | .88 | | |
| Urban | .48 | .94 | .11 | .46 |
| 95. On the field orientation | | | | |
| Rural | -.39 | .97 | | |
| Urban | -.18 | .85 | 1.20 | .35 |
| 96. Amount of understanding and support given to me by other missionaries when I make mistakes | | | | |
| Rural | .23 | .90 | | |
| Urban | .30 | .95 | 1.11 | .67 |
| 97. Amount of appreciation and respect that other missionaries have for me and my work | | | | |
| Rural | .52 | .97 | | |
| Urban | .58 | 1.03 | 1.12 | .98 |
| 98. Self acceptance, including self forgiveness | | | | |
| Rural | .32 | 1.03 | | |
| Urban | .30 | 1.24 | 1.45 | .09 |
| 99. Lack of a friend with whom I can share freely | | | | |
| Rural | -.46 | .90 | | |
| Urban | -.33 | .85 | 1.10 | .78 |
| 100. Friendship with other missionaries | | | | |
| Rural | .93 | .87 | | |
| Urban | .79 | 1.11 | .67 | .26 |
| 101. Conflicts with other missionaries | | | | |
| Rural | -.54 | .69 | | |
| Urban | -.67 | .74 | .83 | .21 |
| 102. Friendship with the nationals | | | | |
| Rural | 1.12 | .91 | | |
| Urban | 1.15 | .80 | 1.33 | .54 |

Table 12--Continued

| Item | M. | S.D. | t | p |
|--|------|------|------|-------|
| 103. Conflicts with the nationals | | | | |
| Rural | -.52 | .68 | | |
| Urban | -.45 | .56 | 1.43 | .38 |
| 104. Demands made by the nationals | | | | |
| Rural | -.71 | .81 | | |
| Urban | -.39 | .61 | 1.76 | .11 |
| 105. Being considered rich by the nationals | | | | |
| Rural | -.91 | .74 | | |
| Urban | -.76 | .56 | 1.76 | .11 |
| 106. Time and effort required to maintain relationship with donors and prayer partners | | | | |
| Rural | -.27 | .93 | | |
| Urban | -.61 | .70 | 1.76 | .04** |

*Items that were statistically significant but were not in the direction of hypothesis.

Relationship Between Country of Residence and
Perceived Level of Stress--Hypothesis C

Based on previous research, (Bailey & Jackson, 1965, Gish, 1982), it was expected that there could be a difference in the mean scores of missionaries living in the same geographic area but within different political boundaries.

An analysis of variance was used to test the null hypothesis that the means of the perceived stress levels for the missionaries living in Nigeria, Liberia, and a combined group of missionaries that live on isolated mission stations

in Sierra Leone, Guinea and Mali are equal. The null hypothesis was tested at the .05 alpha level.

The study found that there is a difference among the means of the sum total of scores; this was calculated by adding the values for each item in the instrument for all respondents who resided in one of these three countries. With an F value of 6.26, two degrees of freedom between groups and 131 degrees of freedom within groups, and a corresponding probability of .00 of obtaining such a value with random scores, the null hypothesis was rejected at the .05 alpha level. The results are shown in Table 13.

Table 13

One-way Analysis of Variance: Country vs. The Sum Total
of all Stress Related Factors

| Item | N | M | S.D. |
|--------------|-----|--------|-------|
| Nigeria | 101 | 8.10 | 24.10 |
| Liberia | 22 | -10.14 | 29.47 |
| Sierra Leone | 10 | -8.10 | 15.23 |

F = 6.26

d.f. = (2, 131)

p = .00**

**p < .05

When the null hypothesis was rejected, it was necessary

to use the Sheffe procedure for pairwise comparisons between groups. By using this procedure it was possible to determine where the actual differences were. It was found that the scores of missionaries in Nigeria, (mean score, 8.10), compared to those who lived in Liberia, (mean score, 10.14), were different at the .05 alpha level. The mean scores of the missionaries in Nigeria were also different at the .05 alpha level compared to the missionaries in Sierra Leone.

To determine the relationship between the country of residence and the perceived stress factors that are related to missionary attrition, each item in the instrument was paired with the independent variable (country of residence). The one-way analysis of variance was used to test the 106 hypotheses corresponding to the items in the instrument. When the hypothesis corresponding to the individual item was rejected at the .05 alpha level, the Sheffe procedure was used to make the pairwise comparisons to determine where the actual differences were. These are recorded in Appendix D.

There were 35 hypotheses corresponding to the items that supported the hypothesis at the .05 alpha level. These are reported in Table 14 and they are marked with a double asterisk (**).

Table 14

One Way Analysis of Variance: Country vs.
the Individual Stress Related Factors

| Item | M | S.D. | F | p |
|---|-------|------|------|-------|
| 1. Learning the language | | | | |
| Nigeria | .10 | 1.32 | | |
| Liberia | -.18 | 1.33 | | |
| Sierra Leone | .40 | 1.78 | | |
| | | | .90 | .41 |
| 2. Being able to communicate with the people in their own language | | | | |
| Nigeria | .53 | 1.52 | | |
| Liberia | -.23 | 1.60 | | |
| Sierra Leone | -.60 | 1.43 | | |
| | | | 4.22 | .02** |
| 3. Inadequate language training | | | | |
| Nigeria | -.65 | .92 | | |
| Liberia | -.50 | .74 | | |
| Sierra Leone | -1.10 | .88 | | |
| | | | 1.58 | .21 |
| 4. Learning new skills | | | | |
| Nigeria | .76 | .90 | | |
| Liberia | .86 | .94 | | |
| Sierra Leone | .40 | .48 | | |
| | | | .94 | .39 |
| 5. Continuing education oppor- tunities open to me | | | | |
| Nigeria | -.08 | .93 | | |
| Liberia | .14 | 1.13 | | |
| Sierra Leone | -.50 | 1.18 | | |
| | | | 1.44 | .24 |

Table 14--Continued

| Item | M. | S.D. | F | p |
|--|------|------|------|-----|
| 6. The challenge of my work | | | | |
| Nigeria | 1.31 | 1.06 | | |
| Liberia | 1.18 | 1.37 | | |
| Sierra Leone | 1.70 | .48 | | |
| | | | .80 | .45 |
| 7. The variety of tasks in my work | | | | |
| Nigeria | 1.20 | .99 | | |
| Liberia | .64 | 1.36 | | |
| Sierra Leone | .90 | .99 | | |
| | | | 2.70 | .07 |
| 8. Doing jobs usually considered men's work | | | | |
| Nigeria | .32 | .71 | | |
| Liberia | .00 | .44 | | |
| Sierra Leone | .10 | .32 | | |
| | | | 2.43 | .09 |
| 9. Having areas of responsibility other than assigned work | | | | |
| Nigeria | .27 | .96 | | |
| Liberia | .46 | .84 | | |
| Sierra Leone | -.10 | .88 | | |
| | | | 1.08 | .34 |
| 10. Actual role different from the anticipated role | | | | |
| Nigeria | -.11 | .81 | | |
| Liberia | -.27 | .77 | | |
| Sierra Leone | -.30 | .67 | | |
| | | | .57 | .56 |
| 11. Inadequate or inappropriate training for the work I do | | | | |
| Nigeria | -.27 | .60 | | |
| Liberia | -.23 | .53 | | |
| Sierra Leone | -.60 | .84 | | |
| | | | 1.48 | .23 |

Table 14--Continued

| Item | M. | S.D. | F | p |
|--|-------|------|------|-------|
| 12. Not having someone to turn to for advice | | | | |
| Nigeria | -.47 | .70 | | |
| Liberia | -.91 | .68 | | |
| Sierra Leone | -1.00 | .82 | | |
| | | | 5.25 | .00** |
| 13. Working without supervision | | | | |
| Nigeria | .17 | .72 | | |
| Liberia | .09 | .81 | | |
| Sierra Leone | .20 | .79 | | |
| | | | .12 | .89 |
| 14. Being responsible for the care of other missionaries | | | | |
| Nigeria | .44 | 1.03 | | |
| Liberia | .05 | .89 | | |
| Sierra Leone | -.60 | .84 | | |
| | | | 5.77 | .00** |
| 15. Having a lot of responsibility delegated to me | | | | |
| Nigeria | .59 | .87 | | |
| Liberia | .27 | .83 | | |
| Sierra Leone | .20 | .42 | | |
| | | | 2.05 | .13 |
| 16. Having responsibility without authority | | | | |
| Nigeria | -.12 | .92 | | |
| Liberia | -.45 | .80 | | |
| Sierra Leone | .00 | .47 | | |
| | | | 1.52 | .22 |
| 17. Being able to arrange my own schedule | | | | |
| Nigeria | 1.00 | .95 | | |
| Liberia | 1.09 | .68 | | |
| Sierra Leone | 1.00 | .67 | | |
| | | | .10 | .91 |

Table 14--Continued

| Item | M. | S.D. | F | p |
|---|-------|------|-------|-------|
| 18. Frequent interruptions in my schedule | | | | |
| Nigeria | -.58 | .91 | | |
| Liberia | -.91 | .87 | | |
| Sierra Leone | -1.00 | .82 | 1.93 | .15 |
| 19. The way my job capitalizes on my skills | | | | |
| Nigeria | .89 | .95 | | |
| Liberia | .18 | 1.30 | | |
| Sierra Leone | .50 | 1.08 | 4.66 | .01** |
| 20. Worthwhileness of my job | | | | |
| Nigeria | 1.23 | 1.01 | | |
| Liberia | 1.23 | 1.06 | | |
| Sierra Leone | .90 | 1.29 | .46 | .63 |
| 21. Seeing visible and tangible results of my work | | | | |
| Nigeria | 1.16 | .96 | | |
| Liberia | .27 | 1.28 | | |
| Sierra Leone | -.30 | 1.34 | 13.65 | .00** |
| 22. Helping to relieve the pain and suffering around me | | | | |
| Nigeria | .90 | .88 | | |
| Liberia | -.09 | 1.38 | | |
| Sierra Leone | 1.20 | 1.03 | 10.21 | .00** |
| 23. Seeing people accept Christ | | | | |
| Nigeria | 1.36 | .88 | | |
| Liberia | .32 | 1.04 | | |
| Sierra Leone | 1.40 | 1.35 | 11.31 | .00** |
| 24. Inadequate opportunities for a spiritual ministry | | | | |
| Nigeria | -.37 | .77 | | |
| Liberia | -.27 | .63 | | |
| Sierra Leone | -.30 | .48 | .17 | .84 |

Table 14--Continued

| Item | M. | S.D. | F | p |
|--|------|------|------|-----|
| 25. Working with some dedicated nationals | | | | |
| Nigeria | 1.34 | .88 | | |
| Liberia | 1.09 | .92 | | |
| Sierra Leone | 1.30 | .95 | .69 | .50 |
| 26. Training nationals so that they can help their own people | | | | |
| Nigeria | 1.11 | .89 | | |
| Liberia | 1.00 | .82 | | |
| Sierra Leone | 1.00 | 1.49 | | |
| | | | .17 | .85 |
| 27. Having some students who were eager to learn | | | | |
| Nigeria | 1.15 | .95 | | |
| Liberia | 1.14 | .94 | | |
| Sierra Leone | 1.10 | 1.37 | | |
| | | | .01 | .99 |
| 28. Nationals assuming leadership positions in the work | | | | |
| Nigeria | .88 | 1.02 | | |
| Liberia | .91 | 1.07 | | |
| Sierra Leone | .86 | 1.07 | | |
| | | | .61 | .55 |
| 29. Working under a national | | | | |
| Nigeria | .36 | .90 | | |
| Liberia | .00 | .69 | | |
| Sierra Leone | .10 | .32 | | |
| | | | 1.86 | .16 |
| 30. The way nationals in positions of authority behave towards their own people | | | | |
| Nigeria | -.93 | .94 | | |
| Liberia | -.82 | 1.26 | | |
| Sierra Leone | -.80 | 1.23 | | |
| | | | .16 | .85 |

Table 14--Continued

| Item | M. | S.D. | F | p |
|--|-------|------|------|-------|
| 31. The way some missionaries behave towards the nationals | | | | |
| Nigeria | -.65 | .90 | | |
| Liberia | -.50 | 1.18 | | |
| Sierra Leone | -1.20 | .79 | | |
| | | | 1.85 | .16 |
| 32. Shortage of staff | | | | |
| Nigeria | -.59 | .78 | | |
| Liberia | -.27 | .46 | | |
| Sierra Leone | -.30 | .67 | | |
| | | | 2.25 | .11 |
| 33. Lack of sense of responsibility among the national staff | | | | |
| Nigeria | -.86 | .83 | | |
| Liberia | -.73 | .83 | | |
| Sierra Leone | -.90 | .32 | | |
| | | | .28 | .75 |
| 34. Dishonesty among the nationals | | | | |
| Nigeria | -1.16 | .78 | | |
| Liberia | -.64 | .90 | | |
| Sierra Leone | -.90 | .74 | | |
| | | | 4.03 | .02** |
| 35. People coming too late or as a last resort for help | | | | |
| Nigeria | -.57 | .73 | | |
| Liberia | -.86 | .77 | | |
| Sierra Leone | -1.00 | .67 | | |
| | | | 2.63 | .08 |
| 36. Conflict between my values and those of the host culture | | | | |
| Nigeria | -.81 | .78 | | |
| Liberia | -.73 | .98 | | |
| Sierra Leone | -1.00 | .67 | | |
| | | | .39 | .68 |

Table 14--Continued

| Item | M. | S.D. | F | p |
|--|-------|------|------|-------|
| 37. Lack of punctuality on the part of the nationals | | | | |
| Nigeria | -.52 | .73 | | |
| Liberia | -.45 | .60 | | |
| Sierra Leone | -.40 | .84 | | |
| | | | .20 | .82 |
| 38. The poverty of the nationals | | | | |
| Nigeria | -.95 | .68 | | |
| Liberia | -.77 | .75 | | |
| Sierra Leone | -1.30 | .67 | | |
| | | | 1.99 | .14 |
| 39. Shortage of supplies | | | | |
| Nigeria | -1.07 | .67 | | |
| Liberia | -.41 | .67 | | |
| Sierra Leone | -1.10 | .88 | | |
| | | | 8.65 | .00** |
| 40. Lack of finances for the work | | | | |
| Nigeria | -.49 | .76 | | |
| Liberia | -.14 | .56 | | |
| Sierra Leone | .00 | .00 | | |
| | | | 3.92 | .02** |
| 41. Lack of facilities and equipment | | | | |
| Nigeria | -.65 | .82 | | |
| Liberia | -.32 | .57 | | |
| Sierra Leone | -.30 | .48 | | |
| | | | 2.43 | .09 |
| 42. Doing the urgent rather than the important | | | | |
| Nigeria | -.79 | .73 | | |
| Liberia | -.73 | .70 | | |
| Sierra Leone | -.50 | .71 | | |
| | | | .77 | .46 |

Table 14--Continued

| Item | M. | S.D. | F | p |
|--|------|------|------|-----|
| 43. Doing bookkeeping, clerical and inventory work | | | | |
| Nigeria | .10 | .98 | | |
| Liberia | -.23 | .81 | | |
| Sierra Leone | -.10 | .57 | | |
| | | | 1.20 | .30 |
| 44. Being involved in teaching and other evangelism work | | | | |
| Nigeria | 1.14 | .86 | | |
| Liberia | .91 | .97 | | |
| Sierra Leone | 1.40 | .70 | | |
| | | | 1.19 | .31 |
| 45. Helping communities develop their own programs | | | | |
| Nigeria | .51 | .82 | | |
| Liberia | .59 | .91 | | |
| Sierra Leone | .60 | .97 | | |
| | | | .11 | .90 |
| 46. Too much work | | | | |
| Nigeria | -.59 | .85 | | |
| Liberia | -.55 | .67 | | |
| Sierra Leone | -.60 | .70 | | |
| | | | .03 | .97 |
| 47. Having to work longer and harder than other missionaries | | | | |
| Nigeria | -.16 | .67 | | |
| Liberia | -.18 | .50 | | |
| Sierra Leone | .00 | .00 | | |
| | | | .33 | .72 |
| 48. Not enough time off | | | | |
| Nigeria | -.25 | .56 | | |
| Liberia | -.36 | .73 | | |
| Sierra Leone | -.20 | .63 | | |
| | | | .41 | .66 |

Table 14--Continued

| Item | M. | S.D. | F | p |
|---|-------|------|-------|-------|
| 49. Not enough time away from the station | | | | |
| Nigeria | -.28 | .51 | | |
| Liberia | -.68 | .78 | | |
| Sierra Leone | -.50 | .85 | | |
| | | | 4.52 | .01** |
| 50. Insufficient rest and sleep | | | | |
| Nigeria | -.31 | .50 | | |
| Liberia | -.41 | .73 | | |
| Sierra Leone | .00 | .47 | 1.95 | .15 |
| 51. Lack of quality family time | | | | |
| Nigeria | -.51 | .63 | | |
| Liberia | -.77 | .75 | | |
| Sierra Leone | -.70 | .67 | | |
| | | | 1.76 | .18 |
| 52. Lack of fellowship and "fun" times | | | | |
| Nigeria | -.41 | .62 | | |
| Liberia | -.73 | .58 | | |
| Sierra Leone | -1.40 | .70 | 10.97 | .00** |
| 53. Isolation | | | | |
| Nigeria | -.29 | .79 | | |
| Liberia | -.41 | .85 | | |
| Sierra Leone | -.90 | .88 | | |
| | | | 2.68 | .07 |
| 54. Lack of privacy | | | | |
| Nigeria | -.60 | .74 | | |
| Liberia | -1.00 | .87 | | |
| Sierra Leone | -1.10 | .88 | | |
| | | | 3.80 | .02** |
| 55. Being single | | | | |
| Nigeria | .09 | .53 | | |
| Liberia | -.05 | .21 | | |
| Sierra Leone | -.09 | .18 | | |
| | | | 1.20 | .40 |

Table 14--Continued

| Item | M. | S.D. | F | p |
|---|------|------|------|-------|
| 56. Balancing my role as spouse/parent with my missionary role | | | | |
| Nigeria | -.35 | .96 | | |
| Liberia | -.77 | .97 | | |
| Sierra Leone | -.44 | .88 | 1.20 | .31 |
| 57. My relationship with my spouse | | | | |
| Nigeria | .80 | 1.10 | | |
| Liberia | 1.05 | 1.09 | | |
| Sierra Leone | 1.89 | .33 | 2.65 | .08 |
| 58. Rearing my children in a foreign country | | | | |
| Nigeria | .32 | .95 | | |
| Liberia | -.18 | 1.10 | | |
| Sierra Leone | .78 | .83 | | |
| | | | 3.38 | .04** |
| 59. The quality of my children's education | | | | |
| Nigeria | .65 | .94 | | |
| Liberia | .09 | .61 | | |
| Sierra Leone | -.22 | .68 | | |
| | | | 8.91 | .00** |
| 60. Teaching my own children | | | | |
| Nigeria | .10 | .64 | | |
| Liberia | -.06 | .64 | | |
| Sierra Leone | .56 | 1.01 | 2.46 | .09 |
| 61. Being separated from my children | | | | |
| Nigeria | -.75 | .87 | | |
| Liberia | -.11 | .47 | | |
| Sierra Leone | .00 | .00 | | |
| | | | 7.64 | .00** |
| 62. Being responsible for the medical care of my children | | | | |
| Nigeria | -.14 | .78 | | |
| Liberia | -.33 | .91 | | |
| Sierra Leone | -.44 | .73 | .86 | .43 |

Table 14--Continued

| Item | M. | S.D. | F | p |
|---|-------|------|------|-------|
| 63. The state of my health | | | | |
| Nigeria | .77 | 1.13 | | |
| Liberia | .14 | 1.28 | | |
| Sierra Leone | -.10 | .88 | | |
| | | | 4.85 | .01** |
| 64. Health hazards and physical dangers | | | | |
| Nigeria | -.26 | .61 | | |
| Liberia | -.55 | .67 | | |
| Sierra Leone | -.40 | .52 | 2.08 | .13 |
| 65. Travel difficulties | | | | |
| Nigeria | -.64 | .70 | | |
| Liberia | -.82 | .73 | | |
| Sierra Leone | -1.20 | .79 | | |
| | | | 3.05 | .05** |
| 66. Opportunities for foreign travel | | | | |
| Nigeria | 1.07 | .80 | | |
| Liberia | .41 | 1.18 | | |
| Sierra Leone | 1.20 | 1.14 | | |
| | | | 5.21 | .01** |
| 67. Learning about another culture first-hand | | | | |
| Nigeria | 1.50 | .54 | | |
| Liberia | 1.14 | .99 | | |
| Sierra Leone | 1.80 | .42 | 4.53 | .01** |
| 68. Challenge of adjusting to another culture | | | | |
| Nigeria | 1.08 | .92 | | |
| Liberia | .50 | 1.37 | | |
| Sierra Leone | 1.50 | .53 | | |
| | | | 4.39 | .01** |
| 69. The food which is available | | | | |
| Nigeria | .39 | 1.12 | | |
| Liberia | .68 | 1.17 | | |
| Sierra Leone | .60 | 1.08 | | |
| | | | .72 | .49 |

Table 14--Continued

| Item | M. | S.D. | F | p |
|--|-------|------|------|-------|
| 70. Trying new foods | | | | |
| Nigeria | .91 | .83 | | |
| Liberia | .77 | .97 | | |
| Sierra Leone | 1.50 | .53 | | |
| | | | 2.75 | .07 |
| 71. Shortage of household and cooking supplies | | | | |
| Nigeria | -.57 | .62 | | |
| Liberia | -.14 | .35 | | |
| Sierra Leone | -.50 | .53 | | |
| | | | 5.14 | .01** |
| 72. The mail service | | | | |
| Nigeria | -.40 | .90 | | |
| Liberia | -1.00 | .62 | | |
| Sierra Leone | -1.30 | .82 | | |
| | | | 8.58 | .00** |
| 73. Inadequate personal financial support | | | | |
| Nigeria | .00 | .55 | | |
| Liberia | -.18 | .50 | | |
| Sierra Leone | .00 | .82 | | |
| | | | .96 | .39 |
| 74. Housing policies, (who lives in which house) | | | | |
| Nigeria | .08 | .66 | | |
| Liberia | -.45 | .91 | | |
| Sierra Leone | -.10 | .32 | | |
| | | | 5.49 | .01** |
| 75. Type of missionary housing and living conditions | | | | |
| Nigeria | .75 | 1.01 | | |
| Liberia | .50 | 1.22 | | |
| Sierra Leone | .40 | .70 | | |
| | | | .95 | .39 |

Table 14--Continued

| Item | M. | S.D. | F | p |
|---|-------|------|------|-------|
| 76. The climate | | | | |
| Nigeria | .44 | 1.15 | | |
| Liberia | -.18 | 1.10 | | |
| Sierra Leone | .70 | 1.06 | | |
| | | | 3.16 | .05** |
| 77. The beauty of the country | | | | |
| Nigeria | .98 | .80 | | |
| Liberia | 1.09 | .53 | | |
| Sierra Leone | 1.30 | .82 | .90 | .41 |
| 78. Political situation in the country | | | | |
| Nigeria | -.71 | .64 | | |
| Liberia | -.81 | .73 | | |
| Sierra Leone | -1.00 | .82 | .97 | .38 |
| 79. Dealing with local and government officials | | | | |
| Nigeria | -.68 | .86 | | |
| Liberia | -1.18 | .80 | | |
| Sierra Leone | -1.60 | .84 | | |
| | | | 7.52 | .00** |
| 80. Being in God's will | | | | |
| Nigeria | 1.57 | .77 | | |
| Liberia | 1.36 | .79 | | |
| Sierra Leone | 1.50 | .85 | .68 | .51 |
| 81. Having a different temperament than that valued by the host culture | | | | |
| Nigeria | -.17 | .76 | | |
| Liberia | -.59 | .67 | | |
| Sierra Leone | -.20 | .63 | 2.97 | .05** |
| 82. The restrictions on personal behavior and life style | | | | |
| Nigeria | -.28 | .57 | | |
| Liberia | -.59 | .59 | | |
| Sierra Leone | -.20 | .42 | | |
| | | | 3.07 | .05** |

Table 14--Continued

| Item | M. | S.D. | F | p |
|---|-------|------|------|-------|
| 83. Lack of time and energy for personal bible study and prayer | | | | |
| Nigeria | -.68 | .66 | | |
| Liberia | -.36 | .66 | | |
| Sierra Leone | -.90 | .69 | | |
| | | | 2.76 | .07 |
| 84. Worship opportunities open to me | | | | |
| Nigeria | -.17 | 1.35 | | |
| Liberia | -.41 | 1.22 | | |
| Sierra Leone | -1.30 | .48 | | |
| | | | 3.62 | .03** |
| 85. Lack of pastoral care | | | | |
| Nigeria | -.63 | .80 | | |
| Liberia | -.77 | .87 | | |
| Sierra Leone | -.50 | .53 | | |
| | | | .46 | .63 |
| 86. The male dominated structure of our organization | | | | |
| Nigeria | -.14 | .68 | | |
| Liberia | -.14 | .12 | | |
| Sierra Leone | -.20 | .42 | | |
| | | | .04 | .96 |
| 87. The way policy decisions are made in our organization | | | | |
| Nigeria | -.48 | .90 | | |
| Liberia | -.68 | .96 | | |
| Sierra Leone | -.10 | .74 | | |
| | | | 1.45 | .24 |
| 88. The way interpersonal conflicts are handled in our mission | | | | |
| Nigeria | -.43 | .86 | | |
| Liberia | -.77 | .67 | | |
| Sierra Leone | -.40 | .84 | | |
| | | | 1.57 | .21 |

Table 14--Continued

| Item | M. | S.D. | F | p |
|--|------|------|------|-------|
| 89. The amount of team spirit in our mission | | | | |
| Nigeria | .01 | 1.14 | | |
| Liberia | -.45 | 1.10 | | |
| Sierra Leone | .50 | .85 | | |
| | | | 2.80 | .06 |
| 90. The way in which my ideas and suggestions are accepted by the mission | | | | |
| Nigeria | .30 | .73 | | |
| Liberia | .23 | .87 | | |
| Sierra Leone | .60 | .84 | | |
| | | | .87 | .42 |
| 91. The amount of support and encouragement I receive from my field supervisors | | | | |
| Nigeria | .33 | 1.25 | | |
| Liberia | .05 | 1.05 | | |
| Sierra Leone | -.30 | .67 | | |
| | | | 1.60 | .21 |
| 92. The amount of support that I receive from my home office mission supervisors | | | | |
| Nigeria | .42 | 1.04 | | |
| Liberia | .00 | 1.02 | | |
| Sierra Leone | -.40 | 1.17 | | |
| | | | 3.73 | .03** |
| 93. Field supervisors not being trained in administration | | | | |
| Nigeria | -.30 | .56 | | |
| Liberia | -.73 | .70 | | |
| Sierra Leone | -.20 | .63 | | |
| | | | 5.23 | .01** |
| 94. Pre-field orientation | | | | |
| Nigeria | .46 | .92 | | |
| Liberia | .41 | .73 | | |
| Sierra Leone | .80 | .92 | | |
| | | | .74 | .48 |

Table 14--Continued

| Item | M. | S.D. | F | p |
|--|-------|------|------|-------|
| 95. On the field orientation | | | | |
| Nigeria | -.32 | .99 | | |
| Liberia | -.18 | .66 | | |
| Sierra leone | -.80 | .79 | | |
| | | | 1.53 | .22 |
| 96. Amount of understanding and support given to me by other missionaries when I make mistakes | | | | |
| Nigeria | .33 | .84 | | |
| Liberia | .09 | 1.10 | | |
| Sierra Leone | -.30 | 1.06 | | |
| | | | 2.55 | .08 |
| 97. Amount of appreciation and respect that other missionaries have for me and my work | | | | |
| Nigeria | .57 | .96 | | |
| Liberia | .45 | 1.10 | | |
| Sierra Leone | .20 | .92 | | |
| | | | .73 | .48 |
| 98. Self acceptance, including self forgiveness | | | | |
| Nigeria | .36 | 1.06 | | |
| Liberia | .41 | .96 | | |
| Sierra Leone | -.40 | 1.35 | | |
| | | | 2.39 | .10 |
| 99. Lack of a friend with whom I can share freely | | | | |
| Nigeria | -.33 | .85 | | |
| Liberia | -.59 | .91 | | |
| Sierra Leone | -1.20 | .79 | | |
| | | | 5.17 | .01** |
| 100. Friendship with other missionaries | | | | |
| Nigeria | .92 | .92 | | |
| Liberia | .81 | 1.10 | | |
| Sierra Leone | .80 | .92 | | |
| | | | .16 | .85 |

Table 14--Continued

| Item | M. | S.D. | F | p |
|--|-------|------|-------|-------|
| 101. Conflicts with other missionaries | | | | |
| Nigeria | -.44 | .67 | | |
| Liberia | -1.13 | .56 | | |
| Sierra Leone | -.80 | .63 | | |
| | | | 11.40 | .00** |
| 102. Friendship with the nationals | | | | |
| Nigeria | 1.13 | .81 | | |
| Liberia | 1.14 | 1.04 | | |
| Sierra Leone | 1.20 | 1.32 | | |
| | | | .03 | .97 |
| 103. Conflicts with the nationals | | | | |
| Nigeria | -.51 | .64 | | |
| Liberia | -.45 | .67 | | |
| Sierra Leone | -.50 | .71 | | |
| | | | .08 | .93 |
| 104. Demands made by the nationals | | | | |
| Nigeria | -.60 | .75 | | |
| Liberia | -.73 | .77 | | |
| Sierra Leone | -.70 | 1.06 | | |
| | | | .27 | .76 |
| 105. Being considered rich by the nationals | | | | |
| Nigeria | -.75 | .68 | | |
| Liberia | -1.23 | .69 | | |
| Sierra Leone | -1.20 | .63 | | |
| | | | 5.70 | .00** |
| 106. Time and effort required to maintain relationship with donors and prayer partners | | | | |
| Nigeria | -.40 | .90 | | |
| Liberia | -.18 | .96 | | |
| Sierra Leone | -.35 | .90 | | |
| | | | .66 | .52 |

** Significant $p. < .05$

Summary

This chapter contained the findings of the study. The response rate and general information about the study population was presented next.

Factors associated with missionary stress were reported in Table 8. For the purpose of this study, any item where 25% of the respondents indicated a minor or major frustration response, the item was listed as a stress factor. Fifty-nine of the 106 items in the instrument indicated a negative stress response. Items that reflected a common stress reaction were commented on in the description of results.

The results of the analysis of variance and the subsequent results of the Sheffe procedure in Hypothesis-A (Site) indicated that there was a difference in the mean scores of missionaries who were at home in North America compared to those who were at work in West Africa. The results of the t-test applied to test Hypothesis-B (Setting) indicated that there was not a difference between the mean scores of missionaries who lived in rural areas compared to those in urban areas.

The results of the analysis of variance and the subsequent results of the Sheffe procedure in Hypothesis-C (Country) indicated that there was a difference in the mean scores of missionaries who lived in Nigeria compared pairwise to those in Liberia and those in Sierra Leone.

CHAPTER V

CONCLUSIONS AND RECOMMENDATIONS

Introduction

In this chapter a summary of the investigation on the stress factors related to the attrition of Christian Reformed Church missionary personnel in a West African work environment is presented. It includes a discussion of the findings of the study relative to the literature and the data received in response to the distribution of the research instrument.

A list of items identified as having an impact on stress for missionaries was presented in Table 8. Fifty-nine items were identified as primary stress related factors by the respondents. For purposes of description of the results, these items were classified into the following categories:

1. Cross-cultural stressors: items dealing with nationals, language, behavior of nationals and perceived cultural differences.
2. Personal stressors: items dealing with religion, family and personal concerns.
3. Support system stressors: items dealing with food and supplies, housing, travel, amenities, finance,

home office and field supervisors.

4. Caring stressors: items that concerned the welfare of the nationals, relationships of nationals to nationals, relationships of nationals to missionaries and items that reflected care and concern for fellow missionaries.

5. Mental health stressors: items dealing with isolation, lack of privacy, self esteem and lack of communication facilities.

6. Occupational stressors: items dealing with work related situations, interruptions in schedules, lack of adequate time, bookkeeping and clerical obligations.

Three sub-hypotheses were treated in this study. The independent variables were: site, or the location where the missionary responded to the instrument; the setting, indicating either or rural or urban residence in West Africa; and the country of residence.

In this chapter the conclusions relative to each of these items are discussed. Recommendations for further research conclude this part of the study.

Identification of Stress Factors

Missionaries identified fifty-nine (59) items in the instrument that reflected activities, events, experiences or circumstances that resulted in minor or major stress reactions for at least 25% of the respondents.

In the following sections, the figures in parentheses representing the percent of the total number of respondents, the stressors are identified.

1. Cross cultural stressors

| | |
|--|---------|
| Dishonesty among nationals | (74.5%) |
| Conflict between my values and those of the host culture | (68.4%) |
| Lack of sense of responsibility among the nationals | (67.7%) |
| Political situation in the country | (66.9%) |
| Dealing with local and government officials | (63.9%) |
| Demands made by nationals | (56.4%) |
| Lack of punctuality on the part of the nationals | (48.2%) |
| Conflicts with nationals | (45.1%) |
| Having a different temperament than that of the host culture | (31.6%) |

The missionary recruits prepare for cross-cultural experiences by means of orientation sessions with home office staff. Readings and study of missionary anthropology and cross-cultural literature are part of the preparation for mission field experience. Collins (1977) noted that the pressure of adjusting to a foreign culture was a major stress problem for new recruits.

Ferguson et al. (1983) indicated that, after poor orientation for cross-cultural work, first-term failures were most frequently experienced. Gish (1982) reported

similar findings in her study of missionaries in the Pacific area. She found that missionaries had great difficulty confronting co-workers and nationals when necessary. The difficulty was greatest in communicating with nationals.

The evidence indicates that there was stress that can be attributed to the cross-cultural differences. There is apparently some misunderstanding of cross-cultural values. It was also noted that respondents did not indicate in all cases that the conflict that they experienced was the responsibility of the host culture. Missionaries recognized that stress was caused by having a temperament that was different than that of their hosts.

Having to deal with local and government officials was stressful for 63.9% of those who responded. This high stress result was expected. Gish (1983) and Kohls (1979) indicated that stress in dealing with officials in Third World countries was not unusual. Gallegos (1982) stated that many well intentioned projects overseas have failed because of a lack of cultural understanding. He concluded:

Perhaps the most universal criticism of bilateral and multilateral development agencies is that they fail to recognize and to comprehend some of the critical influences and behavior patterns inherent in the cultures of developing countries. (p. 20)

Cross-cultural problems and conflicts were identified by many previous research studies amongst missionaries and

government employees abroad. The responses indicated in this study were the most stressful scores. Missions must heed the advice to do even more in cross-cultural training for their employees. The country's political situation was reported to cause stress for 66.9% of the respondents. A hypothesis dealing with the country of residence and the impact this made on the political situation will be discussed later in this chapter.

Language acquisition was a stressful experience for a number of missionaries. Three stressors having in common the acquisition and use of a foreign language were:

| | |
|---|---------|
| Inadequate language training | (51.9%) |
| Learning the language | (44.3%) |
| Being able to communicate with the people in their own language | (43.6%) |

It should be noted that although language acquisition was stressful for a sizable group, there were at the same time 51% of the respondents who indicated that language acquisition was a source of satisfaction. Language acquisition is a skill not given to everyone. Dohrenwend (1973), relating skills acquisition to stress, indicated that stress for one may be a source of satisfaction for another. This item best reflected his theory.

2. Personal Stressors

Not having someone to turn to for advice was a most stressful experience for nearly half of the population

(47.9%). This item correlated positively with a parallel situation where 63% of the respondents indicated stress for situations where a friend with whom one could share freely was not available on the mission field. The following items, with the frequency of stress response indicated by percent of the respondents in parentheses held in common a personal and religious concern. These were:

| | |
|--|---------|
| Conflicts with other missionaries | (51.9%) |
| Lack of pastoral care | (55.6%) |
| Worship opportunities open to me | (54.1%) |
| Lack of time and energy for personal Bible study and prayer | (54.1%) |
| Time and effort required to maintain relationships with donors and prayer partners | (45.1%) |
| Inadequate opportunity for a spiritual ministry | (31.6%) |

The response frequency seems to indicate a need for a psychologist or counselor to regularly visit the mission fields to listen to the needs of missionaries. The stress reported by those who did not have the time and energy for personal Bible study and prayer is similar to the stress reported by those who indicated that maintaining a relationship with donors and prayer partners was stressful.

Stress was reported because missionaries experienced a lack of pastoral support. The difficulties expressed in this area may well be due to the ill-founded belief that they were to be constantly stable, ever the source of support to others and never to be in need of the support

themselves (Vega, 1976).

It appeared that differences of opinion on a cross-cultural issue often led to conflict between missionaries.

Family concerns, reflected stress in the following items:

| | |
|--|---------|
| Lack of quality family time | (50.4%) |
| Balancing my spouse/parent role with my missionary work | (47.4%) |
| Being separated from my children | (27.8%) |
| Being responsible for the medical care of my own family | (25.6%) |

The results here were similar to those found by Haglund and Enns (1978) and Frazee (1986). Family reasons, cited as the primary reason for leaving a mission field, have been questioned whether they are the actual reason for departure. While family reasons may be stressors, they are not as stressful as what we may believe. Much is made of family concerns for terminating the overseas experience, but often other reasons are withheld (Frazee, 1986).

The lower stress scores on this group of items in the study, in comparison to other categories of stressors, may possibly be the reason that Haglund and Enns designated this item as one of "other" reasons for missionary attrition.

Common concerns in this classification of personal stressors, included the following:

| | |
|---|---------|
| The mail service | (55.6%) |
| Climate | (28.1%) |
| Number of continuing educational opportunities open to me | (27.1%) |

3. Support system stressors

The manner in which policy decisions were made in the mission and the way that interpersonal conflicts were resolved were stressful experiences for over half of the respondents. The responses on these items were similar to those which concerned a lack of team spirit. Thompson (1982) found similar results in his study of missionaries who had returned from the Philippines.

Further stress, not as strong, was reported by those upset by the amount of support and encouragement they received from their superiors in the home office and their field superiors. Thompson (1982) and Gish (1983) both indicated that considerable stress was not unusual in the responses they received. Their results seemed to indicate greater stress than what was reported in this study.

The individual items in this classification, with frequency indicated by percent in parentheses, were:

| | |
|---|---------|
| Shortage of supplies | (72.2%) |
| Travel difficulties | (62.4%) |
| The way policy decisions are made in our organization | (53.4%) |

| | |
|--|---------|
| Shortage of household and cooking supplies | (47.4%) |
| Shortage of staff | (42.1%) |
| On-the-field orientation | (41.4%) |
| Lack of finances for the work | (33.1%) |
| Field supervisors not trained as administrators | (31.6%) |
| The amount of support and encouragement I receive from my field supervisors in the mission | (27.8%) |

The responses seem to indicate some frustration because there is a perception that field staff lack training in administration. Lack of orientation for the job they were expected to do, also contributed to the stress scores above. The mission would do well to consider the suggestion made by Gallegos (1982) to broaden the impact of training teachers in overseas settings and creating thereby a "multiplier effect" on overseas trainers. Greater focus on staff development efforts of teacher trainers and the training of trainers needs to be done if the task is to be accomplished. This is true for missions as well. Leadership training is one area that needs attention by mission agencies. The role of the missionary today is to train the leaders, (trainers) of tomorrow (Van Tol, 1986).

4. Caring Stressors

Missionaries expressed concern and some stress in

the following items:

| | |
|--|---------|
| Poverty of the nationals | (72.9%) |
| Being considered rich by the nationals | (70.7%) |
| The way nationals in authority behave towards their own people | (69.9%) |
| The way some missionaries behave towards nationals | (60.9%) |

Brislin (1981) indicated that cross-cultural training begins in early youth. Concepts, structure and vocabulary which form a basis for reaching to out-group members is learned early in life. Missionaries gave evidence of the trait that indicates empathy with the needs of the host culture. They were concerned and reflected stress scores that were amongst the highest levels recorded for any category.

The missionaries indicated care and empathy for the people they worked with, both nationals and expatriate. Gish (1983) also found this to be true amongst the missionaries that she worked with. Little mention is made by other writers of this stressful area found in this study.

Guthrie (1975) indicated that volunteers in service overseas were able to know something of the deeper feelings of another culture and to be able to communicate this in both unspoken and spoken language.

5. Mental health stressors

Situations that were reported as stressful for nearly

half of the respondents included a lack of privacy, lack of a friend and not having someone to advise them as missionaries while they were on the mission field.

Loss (1983) cites examples of study results that were similar to those found in this study. Tucker's (1974) thesis, developed from a study of Americans working for the United States government abroad, indicated that 30% of the employees left their work because of mental health stressors.

Specific items in this classification are indicated with frequency, expressed by percent of the respondents affected in brackets, as follows:

| | |
|--|---------|
| Lack of privacy | (54.1%) |
| Not having someone to turn to for advice | (47.4%) |
| Lack of a friend with whom I can share freely | (47.4%) |
| Lack of fellowship and "fun" times | (44.4%) |
| Restrictions on personal life style and behavior | (30.8%) |
| Isolation | (33.1%) |
| Not enough time away from station | (33.1%) |
| Health hazards and physical danger | (31.6%) |
| Insufficient rest and sleep | (28.6%) |

Easterbrook (1959) and Korchin (1964) indicated that the effect of stress on performance is a result of narrowing or restricting of perception that occurs under stress. The evidence above would support their thesis that the

performance would be affected because there is a negative perception of their environment, work and inter-personal relationships.

Goldenson (1970) indicated that the perception of a condition or situation is as real as the actual experience that the individual might encounter. The responses above may be evidence for the need for action to deal with the mental stressors at home and on the mission field.

Kobasa (1979) made some observations in her study that are relevant here. She observed that among persons under stress, those who are positive and committed to the task will remain healthier than those who are alienated. Committed persons have both a reason to and an ability to turn to others for assistance in times that demand readjustment. By not having a confidante or someone to turn to for advice, the risk and probability of stress is increased.

6. Occupational stressors

The specific responses, with frequency of response indicated by the percent of the total respondents in parentheses is as follows:

| | |
|---|---------|
| Doing the urgent rather than the important | (62.4%) |
| Frequent interruptions in my schedule | (61.7%) |
| People coming too late or as a last resort for help or advice | (54.1%) |

| | |
|---|---------|
| Too much work | (50.3%) |
| Lack of facilities and equipment | (47.3%) |
| The way interpersonal conflicts are resolved in the mission | (46.6%) |
| The amount of team spirit in the mission | (42.6%) |
| The way in which my ideas and suggestions are accepted by the mission | (28.6%) |
| Having responsibility without authority | (27.8%) |
| Actual role different from anticipated work | (27.8%) |
| Inadequate or inappropriate training for the work I actually do | (26.4%) |
| Bookkeeping, clerical and inventory work | (26.3%) |

Stress attributed to too much work was reported by 50% of the population. Stressful situations were indicated by the nature of the missionary's work. Often they were called upon in crisis situations. Having to do the urgent work rather than what they themselves felt to be important was stressful to 62.4% of the respondents. Having frequent interruptions in their work schedules led 61.7% to indicate this item as a stressor.

Loss (1983) and Gish (1983) cited similar responses from the missionaries that they had worked with and studied. The pressing urgency of the work that needs to be done becomes a debilitating stressor for missionaries that have not been trained to pace themselves to do what is possible and leave the impossible to God.

Relationship Between Site and Perceived Level
of Stress--Hypothesis A.

In this study it was expected that there would be a difference in the stress scores of missionaries who were in active service compared to those who were on leave or who had resigned. It was expected that missionaries who were on active duty would report higher stress scores than those who were in North America on leave. It was also expected that those who had resigned would report lower stress scores than those who were home on leave. The latter group would have the expectation of meeting the experiences that were asked in the research instrument.

Based on the work of Woolfolk and Richardson (1978), where perception of stressful situations can be as strong as the reality that other missionaries encountered, the responses of those who were home on leave were compared to those who were on the mission field in West Africa.

The research hypothesis stating that a difference exists in the stress scores for missionaries at home on leave compared to those who were working in West Africa is supported by the data.

It must be recognized that only twenty-one of the items corresponding to the hypothesis were supported at the .05 alpha level when an analysis of variance was performed on each item. (See Table 10) This indicated that in the mean scores of the missionaries there was a

difference for those who were home on leave, or who had resigned, from those who were at work in West Africa. The null hypothesis was rejected in favor of the alternative. Each individual item in the instrument that supported the hypothesis was worthy of further comment in light of previous experiences or research. The 14 following items reflected differences among the site sub-groups.

1. The variety of tasks in my work (Item 7): Although the scores indicated that this item was not highly stressful, the variety of tasks appeared to be much less appealing to missionaries at work in West Africa than for those who were at home. Kobasa (1979) indicated that those who view change as a challenge will remain healthier than those who view it as a threat. In general, missionaries by nature have responded to challenge which implies change in cultural setting and life-style. One might have expected a more positive feeling towards having a variety of tasks. When an excess of work is experienced in the overseas setting, even a variety of work seems to become more stressful.

2. Having areas of responsibility other than assigned work and Actual role different from anticipated role (Items 9-10): Stress levels increased at the same rate in these two items for the three groups tested. The greatest stress was felt by those at work rather than for those at home, resigned. Little difference in stress was reported

by those who were home on leave compared to those who had resigned.

3. Being responsible for the care of other missionaries, Having a lot of responsibility delegated to me, and Having responsibility without authority (Items 14,15,16):

This triad of related items reflect the differences for those at work in West Africa with those who were on leave and for those who had resigned. For those who had resigned it was considered a satisfying experience to have a lot of responsibility delegated to them. Goldenson (1970) indicated a direct correlation between the level of stress and time elapsed in the experience of the event that was stressful. This may have accounted for this result. Having responsibility delegated to a person, e.g., taking care of a co-worker, seemed less stressful when anticipating the opportunity than in the actual work environment. Having responsibility without authority reflected negative stress for those at work in West Africa. Those on leave had similar levels of stress. The Scheffe procedure indicated that those on the field showed more stress on this item than the group that had resigned. These results are shown in Appendix D.

4. Helping relieve the pain and suffering around me (Item 22): Although this item did not show a negative stress factor, it did reveal the difference in responses between the two groups: those at home and those at work in

West Africa. Apparently it was less romantic for a missionary to be in the midst of relief work than to be at home reflecting on the experience.

5. Having some students who were really eager to learn and Nationals assuming leadership positions (Items 27, 28): The reward of participating in a cross-cultural work environment is the evident growth that takes place with students and co-workers. Negative stress was not encountered. There was a difference in degree of satisfaction. There was less enthusiasm among missionaries at work for the evident growth in their students. It seemed that once they were at home on leave or resigned they felt more fulfilled in being a part of the growth in others.

6. Doing the urgent rather than the important (Item 42): This item was most closely associated as a stressor for those who had resigned. Mixed values and working in constantly stressful situations in bringing health care and development assistance taxed the stamina of all missionaries, but was most pronounced for those who had resigned. The Scheffe procedure indicated a statistical difference in results for the paired groups, home resigned and home on leave, as well as the paired group, on the field and those home on leave. Loss (1983) indicated that higher levels of stress were encountered by missionaries who were task oriented rather than people-oriented. He also stated that recruits should be prepared to accept the

fact that the positions for which they were hired may not be open when they arrive in a foreign setting. Coping with urgent needs is more important in creating positive relations abroad than carrying out the expected everyday task.

7. Having to work longer and harder than others (Item 47), Not enough time off (Item 48), Not enough time away from the mission station (Item 49), and Lack of fellowship and fun (Item 50): This group of related items had in common a negative stress level that might lead one to think that missionaries feel like they are overworked and are asked to do more than their colleagues. The fact that the responses for all groups, those at home and those abroad, reflected stress on these four items, indicate that the difference in results in the level of stress bears further reflection and study.

Some missionaries need more time for rest and relaxation. Gish (1982) found significantly higher stress for those who worked excessive hours, 61 hours or more, than those who worked fewer hours. Goldenson's (1970) theory that perception is as strong as reality could account for the high degree of stress in the responses to this item.

8. Lack of privacy (Item 54): Lack of privacy appeared more stressful on the field than for missionaries at home on leave. Woolfolk and Richardson (1970) indicated that time has a healing and balancing effect on stress.

Those who had resigned indicated that this item was a major consideration in the decision to leave West Africa. It was not surprising therefore to see the stress level for this sub-group approximate the stress level of the West Africa group.

9. Balancing my role as parent or spouse with my role as a missionary (Item 56): As in nearly all cases, the greatest stress was evident for those who were at work in West Africa. Being in a position where it is most demanding to actually balance this delicate role gives greater stress than being in North America where the parental or spousal role is more clearly defined. Lockerbie (1975), in his work with missionary children around the world, indicated that missionaries struggled with maintaining a healthy balance of time allocation for family and work in foreign countries. The negative results of not spending enough time with their spouses and children were often not realized until the return to the homeland.

10. Challenge of adjusting to another culture (Item 68): Adjusting to another culture was not a negative stress related item. The significance in the relationship of the stress scores was apparently due to the fact that it appeared less appealing to those who were on duty in West Africa to adjust to the challenge of another culture than for those at home. The Scheffe procedure indicated a differences in both paired groups, those who had resigned

and those who were on leave, compared to those at work in West Africa.

11. The climate (Item 76): The climate was most stressful for those who had resigned. It was apparent that for those who had left West Africa the climate was most negatively associated with their past experiences as a missionary. The overall positive responses to the climate indicated that most missionaries considered this factor to be a satisfying one. The Scheffe procedure indicated a difference only between those who had resigned and those who were on leave. There is no explanation for this result to be found in prior research.

12. Lack of a friend with whom I can share freely (Item 99): This item was paired with another item, "Not having someone to turn to for advice." Similar results for these items were experienced in reflecting stress levels that were strongest for missionaries at work in West Africa. Intimacies are not easily shared in cross-cultural communication. It seems that the stress resulting from not having someone to turn to for advice was equally strong for compatriots and colleagues as it was for the national associates.

Brislin (1981), when compiling and synthesizing the results of studies in both the behavioral and social sciences, indicated that there is evidence that an individual's traditional thought and reasoning process may

hinder one from moving from one culture to another. Loss (1983) indicated that it was more difficult to relate to friends from another culture. The fear of being misunderstood militates against letting down one's guard and being open. Forming friendships is much less natural for the new person in a different culture. It takes longer for people to understand each other and to build genuine trust.

13. Conflict with other missionaries (Item 101):

One of the items that indicated stress for missionaries was the inter-personal conflicts they experienced with their colleagues. The greatest stress that was reflected in the responses on this item came from missionaries who had resigned. They indicated thereby that this was perhaps one reason for their resignations. On this item, Gish (1983) had similar results. She found that the type of missionary service was a factor in many of the conflicts. Translation and literacy workers and those having to deal with government officials seemed to experience more difficulties with other missionaries.

The Scheffe procedure indicated that there was a difference between both paired groups, those at home who had resigned and those who were on leave, compared to those who were in West Africa. More stress for those who had resigned was experienced than any other group. The lowest stress was experienced by those on leave. The

missionaries at work in West Africa reflected a stress score that fell between the two extremes.

14. Demands made by the nationals (Item 104): Missionaries respond to a need for serving others in their vocation. When it is perceived that their service is expected, even demanded by the nationals, it appeared that their attitude was changed. This phenomenon was also reported by Loss (1983), and by Gish (1983). The positive attitude that motivated their desire to serve became a negative stress related reaction.

Relationship Between Setting and Perceived Levels of Stress--Hypothesis B

It was expected that there would be a difference between the mean scores of missionaries who lived in the rural areas compared to those who lived in the urban centers of the countries where they resided in West Africa. Previous studies, conducted among the expatriate community members, which included missionaries, in Third World countries, indicated that anxiety and stress was to be expected in urban areas because of dysfunction of expected amenities (Kohls, 1979). The fact that school-age children of missionaries were to attend a boarding school several hundred miles from home, was expected to have a negative effect on this group of missionaries (Bailey & Jackson, 1965; Lockerbie, 1975).

The data analysis indicated that there was not a

statistical difference when the mean of the sum total of the scores of all respondents was calculated. When the individual items were compared to the independent variable, only 6 items supported the hypothesis and were statistically different at the .05 alpha level. Ten items reflected statistically different scores in the opposite direction to the hypothesis. Further study is appropriate as the rapid urbanization of West Africa continues to attract more missionaries. The data seem to suggest that there are stressors that are particular to both the rural and the urban setting. Brief comments on the 6 items that supported the hypothesis, with reference to the related literature that prompted the placement of these items in the instrument, will be given.

1. Helping to relieve the pain and suffering around me (Item 22): This item reflects the greater satisfaction from humanitarian work that was experienced by the rural missionaries. This satisfaction could be due to the direct involvement with the poor for those who do mission work in the rural sector. Urban missionaries are engaged in more of the administrative work. Monsma (1979) sees a rapidly changing missionary scene where the number of missionaries in the urban areas will outnumber those in the rural sector in this decade in Africa. Rubingh (1987) stated that mission strategy will radically be changed to reflect the mass migration from the rural sectors to the

sprawling megacities. If this is true, it is hoped that urban ministry satisfaction will increase as well.

Batchelor (1981) warned that missionaries who opt for a rural assignment may do so for egotistical reasons, to leave something behind when they return to the homeland. Builders and agriculturists who introduce mechanization as a substitute for hand labor, may create greater burdens than relieving the problems that hinder development.

2. Conflict between my values and those of host culture (Item 36): Both urban and rural missionaries experienced stress in this area. The urban stress was higher. Much of the conflict that was experienced could be solved on location if adequate training were given to missionary recruits to promote the concept of having decisions made at the local church or community level. Local leaders are often ignored in the conflicts that missionaries encounter. Stephen Niel, quoted by Sargent (1960), stated that the main problem of a missionary is likely to be frustration. This might be the missionary's own fault, and the result of poor training or it might arise from very real situations. New recruits, according to Sargent (1960) are often cast into one of two molds, plodders or thinkers. The plodders plod on while the thinkers are soon thinking up good reasons for returning home.

3. Lack of punctuality on the part of the nationals (Item 37): In the urban centers, rapidly adopting western

values and procedures, stress was encountered much more than the rural areas. It may well be that the greater stress in the urban areas is due to missionaries not expecting things to be the way they are. In the rural areas it is a way of life for time to be less important than people and things. Life in most West African settings controls time and not the reverse.

The relationship between personality and perseverance in missionary work, reported by Dillon (1982) needs further examination. Throughout his study it seemed that those who were precise perfectionists were often the most critical of the system, the people they worked for and the people they were to serve. Kohls (1979) warned that missions would do well to avoid recruiting people who were "perfect" in the homeland. These people, not having had the experience of making mistakes and experiencing failure, would not persevere in a culture where failure at one time or another was inevitable. Being punctual is not to be construed as an end in itself.

4. Helping communities develop their own programs
(Item 45): The difference between the rural and urban missionaries is to be found in the higher degree of satisfaction experienced by the rural respondents when they could see communities grow and develop. Strong satisfaction was evident indicating a healthy relationship that Batchelor (1981) advocated in church development through

community development.

Gallegos (1982) indicated that if Third World governments could allocate greater resources to the rural areas, thereby decentralizing administration, greater involvement and development could take place. Unfortunately, urban needs are still so great that it is difficult for support of all kinds to reach beyond dense population centers. Until the financial resources are available, rural development must continue to do more with less. In this study it seemed that the missionaries were indeed more satisfied than the urban colleagues even though they had to work with less.

5. The mail service (Item 72): Many missionaries, rural and urban, depend on the mail to maintain adequate contact with friends and family members in the homeland. The results indicate that greater stress is reported by the urban missionaries than rural missionaries with the mail service. (or lack of it) This is difficult to explain. It could be expected that the loneliness of the rural setting would make missionaries in this sector more dependent on communication with the homeland. The results did not prove this.

6. Time and effort required to maintain relationship with donors and prayer partners (Item 106): The higher stress reported by urban missionaries may be associated with the rapid pace of life in the city. God seems so

distant and even irrelevant, according to Rubingh (1987) when we experience the noise and speed of the city in Third World countries. This personal stressor needs greater attention for urban missionaries. The slower pace of rural life apparently gives missionaries greater opportunity to maintain their relationship with donors and prayer partners.

Relationship Between Country of Residence and
Perceived Levels of Stress--Hypothesis C

Bailey & Jackson (1965) and Gish (1982) found that the country of residence of a missionary, even if it was in the same geographic area, had a profound influence on the level of stress of individuals that lived within differing political boundaries.

The research hypothesis stating that a difference exists in the stress levels for missionaries in Nigeria compared to those in Liberia, and the combined group of missionaries in Sierra Leone, Guinea and Mali, was supported by the data.

Because the purpose of this study was to identify the stress factors that were related to missionary attrition, a brief description of the thirty five items in the instrument that corresponded to the hypothesis, and which were supported at the .05 alpha level, will be given. The following 29 items supported the hypothesis.

1. Learning the language (Item 1): The excessive

stress for learning the language in Sierra Leone may be due to the fact that this is a new mission field. Few materials are in print to assist the language learner, especially in the Krim and Kuranko areas where little missionary work has been done up to now. Another factor may be that the administration in North America has not stressed language acquisition for this country like they did in Nigeria. In comparison to Nigeria, the stress level in Sierra Leone is exceptionally high.

Frustration, according to Goldenson (1970) is a stress that is difficult to compensate for. Stress tolerance, a major foundation of mental health, is enhanced by prolonged exposure to frustration such as language learning. More needs to be done in language training before committing new missionaries in new areas.

2. Being able to communicate with the people in their own language (Item 2): A similar pattern to the preceding item is present in the desire to communicate with the people. The difference in stress levels is excessive in Sierra Leone compared to Nigeria. There is a need for further investigation for these items.

3. Not having someone to turn to for advice (Item 12): The loneliness of Guinea and Mali had an obvious negative effect on the stress levels of the missionaries. There appeared to be a correlation between the stress scores of the missionaries and the number of staff who

worked in the country. Nigeria with the highest total of missionaries recorded the lowest stress level: Guinea and Mali, having only four staff, recorded the highest stress. Another factor to consider is the length of time that a missionary presence has been in the country. Nigeria's staff has been there for over seventy years, Liberia's staff twenty years, and Sierra Leone, Guinea and Mali less than ten years. This difference in mission field maturity seems to have an effect on many of the individual item stress scores.

4. Being responsible for other missionaries (Item 14): In Nigeria this was an item that gave moderate satisfaction to the staff. In Sierra Leone and Guinea it was a stressful response. This again may be due to the few missionaries that were present in these two countries. The responsibility that missionaries had for others was not a nebulous commitment; it reflected reality for those few missionaries that would need to take care of each other in crisis situations.

5. The way my job capitalizes on my skills (Item 19): Liberia's missionaries recorded the least amount of satisfaction from this item. Liberia's missionaries seem to be struggling to find the right niche for their staff. The results of the stress scores on this item suggest that further study be done.

6. Seeing visible and tangible results of my work (Item 21): Positive responses in the responses of Nigeria's missionaries, where visible progress can be seen after seventy years of mission work, are in contrast to the negative responses of Sierra Leone and Guinea where the lack of visible progress may have had a bearing on the negative results.

7. Helping relieve the pain and suffering around me (Item 22): The only country to record a negative response was Liberia. The other countries recorded a moderate to high score that indicated satisfaction with the work that they were asked to do. The frustration of Liberia's missionaries, indicated by higher stress scores, may be due to the magnitude of the task or, as suggested by Bennis and Slater (1968), a lack of planning and direction for the task that they were assigned. The feeling of fulfillment that accompanies a job well done, seems to escape the Liberian missionaries. This area needs further study.

8. Seeing people accept Christ (Item 23): Once more a lower level of satisfaction for the Liberian missionaries was recognized. This phenomenon could well be related to the fact that in the other areas and countries in the study, missionaries sought to convert animists to Christianity. In Liberia the missionaries are trying to consolidate the many hundreds of sectarian groups that have emerged and grown steadily since Liberia was established

as a home for freed slaves from North America. It has been extremely difficult to get the many strains of organized religious groups to work together. This is a possible explanation for the negative scores in Liberia. This item, like the item above, is an area that needs further investigation and study.

9. Dishonesty amongst the nationals (Item 34):

Dishonesty amongst the nationals was not a strong reason for negative stress in Liberia and Sierra Leone. Nigeria's missionaries have had great difficulty with cultural behavior that came close to dishonesty by Western standards. Taking an item from an employer without permission is tantamount to stealing for a westerner. The same action in Nigeria would be condoned if the employee had been faithful and took the item because he had an obvious need. The difference seems to be a cultural perception. In the weighted Tables recorded in Appendix F, missionaries as a total group indicated the greatest amount of stress on this particular item. Triandis (1980), Brislin (1981), and Gish (1983) indicated the need for greater cross-cultural training to deal with this most misunderstood area of cross-cultural encounters.

10. Shortage of supplies (Item 39): The strong negative response for Nigeria and Sierra Leone reflect the economic condition of the country in question. Liberia's missionaries reflect lower levels of stress on this item.

11. Not enough time away from the station (Item 49): All countries reflected stress on this item. Liberia reflected the strongest negative stress and Nigeria the lowest. Opportunities for more rest and relaxation needs to be given. Both Lockerbie (1975 and Loss (1983) indicate the need for mission organizations to emphasize the need for all missionaries to take time out for recreation and rest.

12. Lack of fellowship and "fun" times (Item 52): The excessively high stress in Sierra Leone, Guinea and Mali, bears further review and investigation. There seemed to be a correlation between the number of missionaries in the country and the level of stress that was experienced. The fewer the missionaries in the country, the higher the stress level of those who were working there. Further study might be a determination of what is an "optimum sized" group of workers in a specific mission field.

13. Isolation (Item 53): The same rationale for the preceding item is evident here. The correlation of stress associated with fewer staff in the country was again confirmed by the stress scores on this item.

14. Lack of privacy (Item 54): The lack of privacy was most evident in the stress responses of the Sierra Leone missionaries. This was followed closely by Liberia and Nigeria. This item too reflected a great need to

resolve this problem.

15. The quality of my children's education (Item 59): Nigeria's missionaries, perhaps reflecting the presence of the international, interdenominational Hillcrest School in that country, indicated a relatively high positive response to this item. Hillcrest school is the home for the many West African missionary children. The other countries reflected moderately positive to negative stress on this particular item.

16. Teaching my own children (Item 60): Responses were mixed on this item. As many were challenged by the opportunity to teach their own children, as were frustrated by the need to spend quality time with their family. From unsolicited written comments that accompanied the instrument, it appears that more attention needs to be paid to this missionary life experience.

17. Being separated from my children (Item 62): The missionaries in Nigeria were most frustrated by the fact that they were expected to send their children away to school. Little, if any stress, was observed in Liberia and Sierra Leone. The stress scores may reflect the acceptance of sending a child to boarding school by parents who work in countries other than Nigeria. The fact that many Nigerian missionaries, living in the city where the boarding school is located, can keep their children at home, may create the expressed stress for those who are

not so fortunate.

18. The state of my health (Item 63): Nigeria's positive responses are in direct contrast to the stress this item caused the missionaries in Sierra Leone. The difference may be due to the fact that health care in Nigeria is relatively more available than Sierra Leone and that the greater distance one needed to travel for medical care in Sierra Leone may have caused anxiety what would happen in an emergency.

Another factor may be that Nigeria's mission field has had relatively few health casualties. The record for Sierra Leone has not been established yet. It may be a fear of the "unknown" that determined the responses.

19. Opportunities for foreign travel (Item 66): The very positive responses for all countries are tempered by the moderately positive response of Liberia's missionaries. There are no evident reasons for the differences that were observed.

20. Learning about another culture first-hand (Item 67) and Challenge of adjusting to another culture (Item 68): As in the preceding item, missionaries in Liberia stand out as being less enthusiastic about their cross-cultural learning experiences than their colleagues in other West African countries. The difference in attitude may be due to the orientation work at home in North America or the orientation experiences on the mission field.

Another possibility may be the fact that a military coup took place in Liberia shortly before the missionaries participated in this study.

21. Shortage of household and cooking supplies (Item 71): Stress was similar for all countries except for Liberia. Stress was less pronounced, indicating that the availability of necessary supplies was not as stressful.

22. The mail service (Item 72): Nigeria's missionaries, although they showed moderate stress were far from the level of stress that was reported by all other countries. The mail service in Nigeria is better than other countries because a mission airplane service is available to distribute mail almost weekly. This is an area that needs more attention in the other countries.

23. Housing policies (who lives in which house) (Item 74): The question of housing policies created stress for Liberian missionaries. This may be due to the fact that the staff presently in service there, have served for approximately the same length of time. An effective administration "pecking order" that would be respected in making decisions in the area, apparently has not been established yet.

24. Dealing with local and government officials (Item 79): All countries experienced strong stress in this area. Most pronounced stress was encountered in Guinea and Mali where all respondents reported major

stress on this item. This may be due to the dynamics of getting authorization to enter a new country to do mission work. Many documents need government approval, often taking weeks of waiting for a signature. This may have frustrated the western missionaries who were eager to get on with their work.

It should not be overlooked that all countries indicated profound stress that may have been related to a lack of cross-cultural communication skills. There seems to be a need for further training or experience in cross-cultural skills. It is assumed that all missionaries had some training, but perhaps it was not enough.

25. Lack of time and energy for personal Bible study and prayer (Item 83): The negative and debilitating stress that was reportedly experienced by all missionaries was more profound in Nigeria and Guinea. There is no explanation that can be given for this.

26. The amount of support that I receive from my home office mission supervisors (Item 92): A neutral position on this item for all missionaries was experienced on this item. Only the Sierra Leone staff showed some negative stress. This may be due to a lingering conflict between two denominational agencies that are working in the same area. Follow-up study on this item would be appropriate.

27. Field supervisors not trained in administration

(Item 93): The Liberian missionaries experienced more stress on this item than the missionaries of other countries. This may be due to the problems previously discussed, i.e., having field staff where no missionary had more experience than others.

28. Lack of a friend with whom I can share freely

(Item 99): The responses to this item again indicated the correlation between the number of missionaries on a mission field and the level of stress that was experienced on that mission field. The fewer the staff, the higher the stress level.

29. Being considered rich by the nationals (Item

105): The problem of stress associated with this question was encountered by all countries. Most profound stress was reported by missionaries in Liberia and Sierra Leone.

Recommendations for Further Research

There is a need to follow up on missionaries who have resigned. It is never too late to extend the hand of fellowship to those who still may express feelings of anger and bitterness for past experiences. The reported stress level was relatively high for those who had resigned. Further study, to determine whether missionaries who had resigned from missionary service had also resolved their stressful feelings in re-entering the North American

culture would be appropriate and meaningful.

An area that was overlooked that may possibly be stressful and thereby should perhaps have been included in the study was the matter of adequacy of missionary salaries. Because previous studies, from which most of the items in this study were selected, did not use this variable; it was not included in this study.

The reported stress in the cross-cultural experiences indicates a great need for more in-depth orientation in cross-cultural sensitivity training before first-term departures. This could partially be achieved by work-study programs in a North American environment. There are presently programs such as the Missionary Internship based in Farmington, Michigan. That program offers comprehensive learning experiences for missionary recruits.

It would also be most appropriate to recruit West African assistants, perhaps using international students attending universities in the midwest to provide workshop and seminar input to help missionary recruits prepare for this stressful aspect of missionary experience. A study to determine the effectiveness of this training would be appropriate.

Another recommendation for further study is the matter of veteran missionaries. With higher stress scores for Liberia and Sierra Leone, countries where relatively few veteran missionaries were posted, it may be necessary

to transfer veteran missionaries from established fields to the new mission areas, even if it means the learning of another language.

Veteran missionaries have had a decisive influence on the future of new workers (Loss, 1983). They have gone through the process of learning how to handle their own stress and could now perhaps effectively help first term missionaries. Their attitude, positive or negative, will usually be passed down to younger staff. Veteran missionaries must maintain a healthy self-esteem in order to be able to relate positively to colleagues that may be younger. Excessive attrition can be halted if missions will deal with missionary stress factors, thereby allowing the missionaries and the mission to go on!

Summary of the Study

Missionary attrition is a costly experience for North American mission boards and societies. Debilitating stress related to resignations and early withdrawal of missionaries has led to human suffering on the part of missionaries and financial losses to those who sponsor the mission outreach overseas.

Determining the stress related factors that were associated with attrition of missionaries working for the Christian Reformed Church in a West Africa work environment was the purpose of this study. Previous research had

been done on other continents with other missions. From these studies the factors that were associated with missionary attrition were incorporated into this study.

Previous research dealt only with negative aspects of stress. (Bailey, 1965; Gish, 1982; Loss, 1983). This study allowed each previously identified item to be scored as either a negative stress factor or a satisfier on a scale which indicated major stress (-2), minor stress (-1), neither stress or satisfaction indicated by (0), or a minor satisfier (+1), or major satisfier (+2).

This study also treated three sub-hypotheses to determine if there would be a difference in stress scores using three independent variables: site, to determine if the site where the missionary responded to the study instrument would have an effect on stress scores: setting, either rural or urban residence; and country of residence in West Africa.

The results of this study isolated fifty-nine items in six major areas of stress. These were: cross-cultural stressors, personal stressors, support system stressors, caring stressors, mental health stressors and occupational stressors.

The results of the data analysis on the hypothesis that the site where the missionary responds to the instrument is related to the stress levels was supported by the data. On the field stress was higher.

The results of the data analysis on the hypothesis that the setting, urban or rural, is related to their stress levels could not be supported from the data.

The results of the data analysis on the hypothesis that the country of residence is related to the stress reported by the missionaries was supported from the data.

Because the purpose of the study was to isolate the primary factors that were stressful for missionaries in the employ of the Christian Reformed Church in West Africa, all the items that showed supported the hypothesis at the $<.05$ alpha level were reviewed independently.

It is believed that this research has added to the body of knowledge of missionary stress and the impact this has on missionary attrition. May this research be of benefit to missionary societies in general and to the Christian Reformed Church World Mission Board staff in particular. May further research and further study give clear direction to the areas where this study was found wanting.

A Prayer for Intending Missionaries

Give me a good digestion Lord,
And also something to digest.
Give me a healthy body Lord,
And sense to keep it at its best.
Give me a healthy mind, good Lord,
To keep the good and pure in sight,
Which, seeing sin, is not appalled
But finds a way to put it right.
Give me a mind that is not bored,
That does not whimper, whine or sigh,
Don't let me worry overmuch
About that fussy thing called "I".
Give me a sense of humor, Lord.
Give me the grace to see a joke
To get some happiness from life
And pass it on to other folk.

T. H. B. Webb in Sargent (1960).

Appendix A

Study Instrument and Cover Letter



CHRISTIAN REFORMED WORLD MISSIONS
2850 KALAMAZOO AVE., S.E.
GRAND RAPIDS, MICHIGAN, U.S.A. 49506
TELEPHONE: (616) 246-0701 or 246-0718

TO: MISSIONARIES IN AFRICA
FROM: Bill Van Tol
SUBJECT: Attached Questionnaire

The attached questionnaire will take you less than 30 minutes to complete. I hope you will complete it and return it to Faith Bosserman as soon as possible.

I expect both spouses to complete a questionnaire if you are married.

Your answers to this survey will not be used by me to try to find out whether or not you are doing your task and earning your keep.

My motivation in sending it to you is this: What can CRWM do to help you be more effective, efficient, happy and satisfied with the work God gives you to do?

As you send in completed questionnaires they will be tabulated and compiled by Faith. The composite results will be shared with you.

I expect that the results of this survey will quite accurately identify both the factors that make our work most satisfying and least satisfying. Once these are identified we will make an effort to improve those things that are sources of frustration for us.

You may return the questionnaire either by direct mail or through the office of the field secretary. I suggest that Nigeria missionaries send completed forms to Connie Kass so she can get them to Faith by courier.

PLEASE COMPLETE THE FORM WITHIN ONE WEEK OF RECEIVING IT.

THANK YOU!

9. What was your marital status during your most recent year of service?
_____ (1) Single _____ (3) Married
_____ (2) Engaged _____ (4) Widow(er)
10. How many children were in your family during your most recent year of service? _____
11. How many of your children went away to boarding school? _____
12. In what area of the country did you live?
_____ (1) Rural
_____ (2) Urban
13. On the average, how many hours per week did you spend:
_____ (1) In job-related activities
_____ (2) In recreational/relaxational activities
(not including sleep)

Continue with Section B. on next page.

Section B.

The following statements list some possible sources of satisfaction or frustration. Please circle the number which best indicates the degree to which each of the following was a source of satisfaction or frustration to you during your most recent year of service.

Source of: FRUSTRATION -- NEITHER -- SATISFACTION

 x -2 -1 0 1 2
 doesn't major minor minor major
 apply

For example, #68, "Being single" - if you were not single, circle "x", "doesn't apply"; if being single was a source of satisfaction to you, circle a positive number; if being single was a source of frustration to you, circle a negative number; if being single was neither a source of satisfaction nor a source of frustration to you, circle "0".

- | | | | | | | | |
|-----|---|---|----|----|---|---|---|
| 1. | Learning the language | x | -2 | -1 | 0 | 1 | 2 |
| 2. | Being able to communicate with the people in their own language | x | -2 | -1 | 0 | 1 | 2 |
| 3. | Inadequate language training | x | -2 | -1 | 0 | 1 | 2 |
| 4. | Learning new skills | x | -2 | -1 | 0 | 1 | 2 |
| 5. | Number of educational opportunities open to me | x | -2 | -1 | 0 | 1 | 2 |
| 6. | The challenge of my work | x | -2 | -1 | 0 | 1 | 2 |
| 7. | The variety of tasks in my work | x | -2 | -1 | 0 | 1 | 2 |
| 8. | Doing jobs usually considered to be "men's work" | x | -2 | -1 | 0 | 1 | 2 |
| 9. | Having areas of responsibility other than assigned work | x | -2 | -1 | 0 | 1 | 2 |
| 10. | Actual role different from anticipated role | x | -2 | -1 | 0 | 1 | 2 |

| | | | | | | | |
|-----|--|---|----|----|---|---|---|
| 11. | Inadequate or inappropriate training for the work that I actually do | x | -2 | -1 | 0 | 1 | 2 |
| 12. | <u>Not</u> having someone to turn to for advice | x | -2 | -1 | 0 | 1 | 2 |
| 13. | Working without a supervisor | x | -2 | -1 | 0 | 1 | 2 |
| 14. | Being responsible for the care of other missionaries | x | -2 | -1 | 0 | 1 | 2 |
| 15. | Having a lot of responsibility delegated to me | x | -2 | -1 | 0 | 1 | 2 |
| 16. | Responsibility <u>without</u> authority | x | -2 | -1 | 0 | 1 | 2 |
| 17. | Being able to arrange my own schedule | x | -2 | -1 | 0 | 1 | 2 |
| 18. | Frequent interruptions in my schedule | x | -2 | -1 | 0 | 1 | 2 |
| 19. | The way my job capitalizes on my skills and strengths | x | -2 | -1 | 0 | 1 | 2 |
| 20. | Worthwhileness of my job | x | -2 | 1 | 0 | 1 | 2 |
| 21. | Seeing visible, tangible results of my work | x | -2 | -1 | 0 | 1 | 2 |
| 22. | Helping relieve the pain and suffering around me | x | -2 | -1 | 0 | 1 | 2 |
| 23. | Seeing people accept Christ | x | -2 | -1 | 0 | 1 | 2 |
| 24. | <u>Inadequate</u> opportunities for a spiritual ministry | x | -2 | -1 | 0 | 1 | 2 |
| 25. | Working with some dedicated nationals | x | -2 | -1 | 0 | 1 | 2 |
| 26. | Training nationals so that they can help their own people | x | -2 | -1 | 0 | 1 | 2 |
| 27. | Having some students who were really eager to learn | x | -2 | -1 | 0 | 1 | 2 |
| 28. | Nationals assuming leadership positions in the work | x | -2 | -1 | 0 | 1 | 2 |

| | | | | | | | |
|-----|--|---|----|----|---|---|---|
| 29. | Working under a national | x | -2 | -1 | 0 | 1 | 2 |
| 30. | The way nationals in positions of authority behave toward their own people | x | -2 | -1 | 0 | 1 | 2 |
| 31. | The way some missionaries behave toward the nationals | x | -2 | -1 | 0 | 1 | 2 |
| 32. | Shortage of staff | x | -2 | -1 | 0 | 1 | 2 |
| 33. | <u>Lack</u> of sense of responsibility among the national staff | x | -2 | -1 | 0 | 1 | 2 |
| 34. | Dishonesty among the nationals | x | -2 | -1 | 0 | 1 | 2 |
| 35. | People coming too late, or as a last resort, for help | x | -2 | -1 | 0 | 1 | 2 |
| 36. | Conflicts between my values and those of the host culture | x | -2 | -1 | 0 | 1 | 2 |
| 37. | <u>Lack</u> of punctuality on the part of the nationals | x | -2 | -1 | 0 | 1 | 2 |
| 38. | The poverty of the nationals | x | -2 | -1 | 0 | 1 | 2 |
| 39. | <u>Shortage</u> of supplies | x | -2 | -1 | 0 | 1 | 2 |
| 40. | <u>Lack</u> of finances for the work | x | -2 | -1 | 0 | 1 | 2 |
| 41. | <u>Lack</u> of facilities and equipment | x | -2 | -1 | 0 | 1 | 2 |
| 42. | Doing the urgent <u>rather than</u> the important | x | -2 | -1 | 0 | 1 | 2 |
| 43. | Bookkeeping, clerical, and inventory work | x | -2 | -1 | 0 | 1 | 2 |
| 44. | Being involved in teaching and other evangelism activities | x | -2 | -1 | 0 | 1 | 2 |
| 45. | Helping communities develop their own programs | x | -2 | -1 | 0 | 1 | 2 |
| 46. | Too much work | x | -2 | -1 | 0 | 1 | 2 |
| 47. | Having to work longer and harder than other missionaries | x | -2 | -1 | 0 | 1 | 2 |

| | | | | | | | |
|-----|--|---|----|----|---|---|---|
| 48. | Not enough time off | x | -2 | -1 | 0 | 1 | 2 |
| 49. | Not enough time away from | x | -2 | -1 | 0 | 1 | 2 |
| 50. | Insufficient rest and sleep | x | -2 | -1 | 0 | 1 | 2 |
| 51. | <u>Lack</u> of quality family time | x | -2 | -1 | 0 | 1 | 2 |
| 52. | <u>Lack</u> of fellowship and "fun" times | x | -2 | -1 | 0 | 1 | 2 |
| 53. | Isolation | x | -2 | -1 | 0 | 1 | 2 |
| 54. | <u>Lack</u> of privacy | x | -2 | -1 | 0 | 1 | 2 |
| 55. | Being single | x | -2 | -1 | 0 | 1 | 2 |
| 56. | Balancing my spouse/parent role with my missionary role | x | -2 | -1 | 0 | 1 | 2 |
| 57. | My relationship with my spouse | x | -2 | -1 | 0 | 1 | 2 |
| 58. | Rearing my children in a foreign country | x | -2 | -1 | 0 | 1 | 2 |
| 59. | The quality of my children's education | x | -2 | -1 | 0 | 1 | 2 |
| 60. | Teaching my own children | x | -2 | -1 | 0 | 1 | 2 |
| 61. | Being separated from my children | x | -2 | -1 | 0 | 1 | 2 |
| 62. | Being responsible for the medical care of my own family | x | -2 | -1 | 0 | 1 | 2 |
| 63. | The state of my health | x | -2 | -1 | 0 | 1 | 2 |
| 64. | Health hazards and physical dangers | x | -2 | -1 | 0 | 1 | 2 |
| 65. | Travel difficulties | x | -2 | -1 | 0 | 1 | 2 |
| 66. | Opportunity for foreign travel | x | -2 | -1 | 0 | 1 | 2 |
| 67. | Learning about another culture first-hand | x | -2 | -1 | 0 | 1 | 2 |
| 68. | Challenge of adjusting to another culture | x | -2 | -1 | 0 | 1 | 2 |

| | | | | | | | |
|-----|---|---|----|----|---|---|---|
| 69. | The food which is available | x | -2 | -1 | 0 | 1 | 2 |
| 70. | Trying new foods | x | -2 | -1 | 0 | 1 | 2 |
| 71. | <u>Shortage</u> of household and cooking supplies | x | -2 | -1 | 0 | 1 | 2 |
| 72. | The mail service | x | -2 | -1 | 0 | 1 | 2 |
| 73. | Inadequate personal financial support | x | -2 | -1 | 0 | 1 | 2 |
| 74. | Housing policies (who lives in which house) | x | -2 | -1 | 0 | 1 | 2 |
| 75. | Type of missionary housing and living conditions | x | -2 | -1 | 0 | 1 | 2 |
| 76. | Climate | x | -2 | -1 | 0 | 1 | 2 |
| 77. | Beauty of the country | x | -2 | -1 | 0 | 1 | 2 |
| 78. | Political situation of the host country | x | -2 | -1 | 0 | 1 | 2 |
| 79. | Dealing with local and government officials | x | -2 | -1 | 0 | 1 | 2 |
| 80. | Being in God's will | x | -2 | -1 | 0 | 1 | 2 |
| 81. | Having a different temperament than that valued by the host culture | x | -2 | -1 | 0 | 1 | 2 |
| 82. | Restrictions on personal behavior and lifestyle | x | -2 | -1 | 0 | 1 | 2 |
| 83. | <u>Lack</u> of time and energy for personal Bible study/prayer | x | -2 | -1 | 0 | 1 | 2 |
| 84. | Worship opportunities available to me | x | -2 | -1 | 0 | 1 | 2 |
| 85. | <u>Lack</u> of pastoral care | x | -2 | -1 | 0 | 1 | 2 |
| 86. | The male-dominated structure of our organization | x | -2 | -1 | 0 | 1 | 2 |
| 87. | The way policy decisions are made in our organization | x | -2 | -1 | 0 | 1 | 2 |

| | | | | | | | |
|------|---|---|----|----|---|---|---|
| 88. | The way interpersonal conflicts are handled in our mission | x | -2 | -1 | 0 | 1 | 2 |
| 89. | The amount of team spirit in our mission | x | -2 | -1 | 0 | 1 | 2 |
| 90. | The way in which my ideas and suggestions are accepted by the mission | x | -2 | -1 | 0 | 1 | 2 |
| 91. | The amount of support and encouragement I receive from my mission <u>field</u> superiors | x | -2 | -1 | 0 | 1 | 2 |
| 92. | The amount of support and encouragement I receive from my <u>home office</u> superiors in the mission | x | -2 | -1 | 0 | 1 | 2 |
| 93. | Field superiors <u>not</u> being trained in administration | x | -2 | -1 | 0 | 1 | 2 |
| 94. | Pre-field orientation | x | -2 | -1 | 0 | 1 | 2 |
| 95. | On-the-field orientation | x | -2 | -1 | 0 | 1 | 2 |
| 96. | Amount of understanding and support given me by other missionaries when I make mistakes | x | -2 | -1 | 0 | 1 | 2 |
| 97. | Amount of appreciation and respect the other missionaries have for me and my work | x | -2 | -1 | 0 | 1 | 2 |
| 98. | Self-acceptance, including self-forgiveness | x | -2 | -1 | 0 | 1 | 2 |
| 99. | <u>Lack</u> of a friend with whom I can share freely | x | -2 | -1 | 0 | 1 | 2 |
| 100. | Friendships with other missionaries | x | -2 | -1 | 0 | 1 | 2 |
| 101. | Conflicts with other missionaries | x | -2 | -1 | 0 | 1 | 2 |
| 102. | Friendships with nationals | x | -2 | -1 | 0 | 1 | 2 |
| 103. | Conflicts with nationals | x | -2 | -1 | 0 | 1 | 2 |

| | | | | | | |
|--|---|----|----|---|---|---|
| 104. Demands of nationals | x | -2 | -1 | 0 | 1 | 2 |
| 105. Being considered rich by the nationals | x | -2 | -1 | 0 | 1 | 2 |
| 106. Time and effort required to maintain relationships with donors and prayer partners | x | -2 | -1 | 0 | 1 | 2 |

Section C.

1. Please list any other major sources of satisfaction:

 2. Please list any other major sources of frustration:

 3. On a scale of 1 to 10, with 1 being low and 10 being high, how would you rate the level of job satisfaction and job frustration you experienced as a missionary?
- | | | | | | | | | | | |
|--------------|---|---|---|---|---|---|---|---|---|----|
| frustration | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
| satisfaction | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
4. What changes could be made that would make you feel better about your job as a missionary?

Appendix B

Frequency Tables of Individual Items from Missionary Job Satisfaction Inventory

Frequency Tables of Individual Items
Missionary Job Satisfaction Inventory

| Variable | Sub-Group Frequency | |
|--------------------------|---------------------|------------|
| 1. Sex | Male | 65 |
| | Female | <u>68</u> |
| | Total | 133 |
| 2. Missionary Status | Regular | 125 |
| | Short Term | <u>8</u> |
| | Total | 133 |
| 3. Location | On Field | 70 |
| | Home Service | 41 |
| | Resigned | <u>22</u> |
| | Total | 133 |
| 4. Missionary Experience | 0 - 2 Years | 33 |
| | 3 - 5 Years | 42 |
| | 6 - 10 Years | 18 |
| | > - 10 Years | <u>40</u> |
| | Total | 133 |
| 5. Country of Residence | Nigeria | 101 |
| | Liberia | 22 |
| | Sierra Leone | 7 |
| | Guinea, Mali | <u>3</u> |
| | Total | <u>133</u> |

| | | |
|--------------------------|--------------|------------|
| 6. Age | < -30 Years | 41 |
| | 30-45 Years | 66 |
| | 46-60 Years | 20 |
| | > -60 Years | <u>6</u> |
| | Total | 133 |
| 7. Marital Status | Single | 20 |
| | Engaged | 2 |
| | Married | <u>111</u> |
| | Total | 133 |
| 8. Area of Residence | Rural | 99 |
| | Urban | <u>34</u> |
| | Total | 133 |
| 9. Recreational Activity | 0 - 3 Hours | 17 |
| | 4 - 7 Hours | 26 |
| | 8 - 10 Hours | 36 |
| | 11- 15 Hours | 29 |
| | > - 15 Hours | 19 |
| | Missing Data | <u>6</u> |
| | Total | 133 |

Frequency Tables of Individual Items
Missionary Job Satisfaction Inventory
(Dependent Variables)

| Item | -2 | -1 | 0 | +1 | +2 |
|---|----|----|-----|----|----|
| 1. Learning the language | 16 | 43 | 26 | 19 | 29 |
| 2. Being able to communicate with the people in their own language | 19 | 39 | 6 | 18 | 51 |
| 3. Inadequate language training | 27 | 42 | 59 | 2 | 3 |
| 4. Learning new skills | 1 | 13 | 29 | 65 | 25 |
| 5. Number of continuing educational opportunities open to me | 11 | 25 | 72 | 13 | 12 |
| 6. The challenge of my work | 3 | 12 | 9 | 25 | 84 |
| 7. The variety of tasks in my work | 3 | 12 | 17 | 40 | 61 |
| 8. Doing jobs usually considered to be men's work | 0 | 5 | 101 | 16 | 11 |
| 9. Having areas of responsibility other than assigned work | 3 | 29 | 48 | 44 | 9 |
| 10. Actual role different from anticipated work | 6 | 31 | 77 | 15 | 4 |
| 11. Inadequate or inappropriate training for the work I actually do | 7 | 28 | 94 | 4 | 0 |
| 12. <u>Not</u> having someone to turn to for advice | 17 | 46 | 68 | 2 | 0 |
| 13. Working without a supervisor | 2 | 1 | 91 | 19 | 9 |
| 14. Being responsible for the care of other missionaries | 6 | 18 | 60 | 29 | 20 |
| 15. Having a lot of responsibility delegated to me | 1 | 9 | 63 | 41 | 19 |

| | | | | | | |
|-----|--|----|----|----|----|----|
| 16. | Responsibility without authority | 10 | 27 | 78 | 11 | 7 |
| 17. | Being able to arrange my own schedule | 2 | 3 | 30 | 54 | 44 |
| 18. | Frequent interruptions in my schedule | 21 | 61 | 41 | 6 | 4 |
| 19. | The way my job capitalizes on my skills and strengths | 6 | 8 | 34 | 51 | 34 |
| 20. | Worthwhileness of my job | 3 | 10 | 12 | 40 | 68 |
| 21. | Seeing visible and tangible results of my work | 4 | 17 | 18 | 43 | 51 |
| 22. | Helping to relieve the pain and suffering around me | 4 | 12 | 33 | 47 | 37 |
| 23. | Seeing people accept Christ | 4 | 4 | 22 | 35 | 68 |
| 24. | Inadequate opportunity for a spiritual ministry | 11 | 31 | 86 | 3 | 2 |
| 25. | Working with some dedicated nationals | 1 | 4 | 20 | 38 | 70 |
| 26. | Training nationals so that they can help their own people | 1 | 3 | 37 | 35 | 57 |
| 27. | Having some students who were eager to learn | 1 | 1 | 46 | 15 | 70 |
| 28. | Nationals assuming leadership positions in the work | 2 | 10 | 44 | 26 | 51 |
| 29. | Working under a national | 1 | 15 | 79 | 22 | 16 |
| 30. | The way nationals in authority behave towards their own people | 43 | 50 | 27 | 10 | 3 |
| 31. | The way some missionaries behave towards the nationals | 27 | 54 | 35 | 15 | 2 |
| 32. | Shortage of staff | 16 | 40 | 74 | 3 | 0 |
| 33. | Lack of sense of responsibility among the national staff | 27 | 63 | 39 | 3 | 1 |

| | | | | | | |
|-----|--|----|----|-----|----|----|
| 34. | Dishonesty among the nationals | 44 | 55 | 32 | 1 | 1 |
| 35. | People coming too late or as a last resort, for help or advice | 18 | 54 | 58 | 3 | 0 |
| 36. | Conflict between my values and those of the host culture | 25 | 66 | 34 | 8 | 0 |
| 37. | Lack of punctuality on the part of the nationals | 9 | 55 | 65 | 2 | 2 |
| 38. | The poverty of the nationals | 29 | 68 | 36 | 0 | 0 |
| 39. | Shortage of supplies | 32 | 64 | 37 | 0 | 0 |
| 40. | Lack of finances for the work | 13 | 31 | 84 | 5 | 0 |
| 41. | Lack of facilities and equipment | 18 | 45 | 65 | 5 | 0 |
| 42. | Doing the urgent rather than the important tasks | 20 | 63 | 48 | 2 | 0 |
| 43. | Bookkeeping, clerical and inventory work | 6 | 29 | 62 | 27 | 9 |
| 44. | Being involved in teaching and other evangelism activities | 0 | 3 | 34 | 40 | 56 |
| 45. | Helping communities develop their own programs | 0 | 5 | 77 | 26 | 25 |
| 46. | Too much work | 18 | 49 | 61 | 3 | 2 |
| 47. | Having to work longer and harder than other missionaries | 8 | 12 | 106 | 6 | 1 |
| 48. | Not enough time off | 6 | 26 | 99 | 1 | 1 |
| 49. | Not enough time away from station | 6 | 38 | 88 | 0 | 1 |
| 50. | Insufficient rest and sleep | 4 | 34 | 93 | 2 | 0 |
| 51. | Lack of quality family time | 10 | 57 | 64 | 2 | 0 |

| | | | | | | |
|-----|---|----|----|-----|----|----|
| 52. | Lack of fellowship and "fun" times | 15 | 44 | 71 | 3 | 0 |
| 53. | Isolation | 14 | 30 | 82 | 3 | 4 |
| 54. | Lack of privacy | 24 | 48 | 60 | 0 | 1 |
| 55. | Being single | 0 | 7 | 117 | 4 | 5 |
| 56. | Balancing my spouse/parent role with my missionary work | 15 | 48 | 56 | 6 | 8 |
| 57. | My relationship with my spouse | 0 | 17 | 35 | 24 | 57 |
| 58. | Rearing my children in a foreign country | 8 | 16 | 53 | 45 | 11 |
| 59. | The quality of my children's education | 2 | 6 | 77 | 20 | 28 |
| 60. | Teaching my children | 1 | 8 | 110 | 6 | 8 |
| 61. | Being separated from my children | 22 | 15 | 96 | 0 | 0 |
| 62. | Being responsible for the medical care of my own family | 4 | 30 | 85 | 11 | 3 |
| 63. | The state of my health | 4 | 20 | 44 | 22 | 43 |
| 64. | Health hazards and physical dangers | 5 | 37 | 87 | 3 | 1 |
| 65. | Travel difficulties | 16 | 67 | 47 | 2 | 1 |
| 66. | Opportunity for foreign travel | 3 | 2 | 35 | 49 | 44 |
| 67. | Learning about another culture first hand | 0 | 2 | 5 | 56 | 70 |
| 68. | Challenge of adjusting to another culture | 3 | 12 | 13 | 57 | 48 |
| 69. | The food which is available | 4 | 27 | 35 | 39 | 28 |
| 70. | Trying new foods | 1 | 5 | 31 | 61 | 35 |
| 71. | Shortage of household and cooking supplies | 5 | 58 | 68 | 2 | 0 |
| 72. | The mail service | 18 | 56 | 44 | 13 | 2 |

| | | | | | | |
|-----|---|----|----|-----|----|----|
| 73. | Inadequate personal financial support | 1 | 15 | 109 | 3 | 5 |
| 74. | Housing policies (who lives in which house) | 3 | 17 | 102 | 2 | 9 |
| 75. | Type of missionary housing and living conditions | 3 | 12 | 44 | 39 | 35 |
| 76. | Climate | 6 | 32 | 27 | 45 | 23 |
| 77. | Beauty of the country | 0 | 5 | 22 | 71 | 35 |
| 78. | Political situation of the country | 14 | 75 | 41 | 3 | 0 |
| 79. | Dealing with local and government officials | 34 | 51 | 41 | 6 | 1 |
| 80. | Being in God's will | 1 | 2 | 11 | 30 | 89 |
| 81. | Having a different temperament than that valued by the host culture | 6 | 36 | 78 | 10 | 3 |
| 82. | Restrictions on personal lifestyle and behavior | 4 | 37 | 91 | 0 | 1 |
| 83. | Lack of time and energy for personal Bible study and prayer | 15 | 57 | 60 | 1 | 0 |
| 84. | Worship opportunities available to me | 25 | 47 | 20 | 24 | 17 |
| 85. | Lack of pastoral care | 18 | 56 | 55 | 2 | 2 |
| 86. | The male dominated structure of our organization | 1 | 30 | 94 | 3 | 5 |
| 87. | The way policy decisions are made in our organization | 14 | 57 | 43 | 17 | 2 |
| 88. | The way interpersonal conflicts are handled in the mission | 16 | 46 | 58 | 12 | 1 |
| 89. | The amount of team spirit in our mission | 10 | 46 | 25 | 42 | 10 |

| | | | | | | |
|-----|--|----|----|----|----|----|
| 90. | The way in which my ideas and suggestions are accepted by the mission | 3 | 9 | 71 | 44 | 6 |
| 91. | The amount of support and encouragement I receive from my <u>field</u> superiors in the mission | 12 | 25 | 37 | 38 | 21 |
| 92. | The amount of support and encouragement I receive from the <u>home office</u> superiors in the mission | 4 | 34 | 31 | 48 | 16 |
| 93. | Field superiors <u>not</u> trained in administration | 8 | 33 | 91 | 1 | 0 |
| 94. | Pre-field orientation | 4 | 9 | 55 | 50 | 15 |
| 95. | On-the-field orientation | 15 | 40 | 55 | 20 | 3 |
| 96. | Amount of understanding and support given me by other missionaries when I make mistakes | 3 | 26 | 48 | 48 | 8 |
| 97. | Amount of appreciation and respect that other missionaries have for my work | 2 | 23 | 29 | 61 | 18 |
| 98. | Self-acceptance including self-forgiveness | 8 | 24 | 35 | 51 | 15 |
| 99. | Lack of a friend with whom I can share freely | 13 | 50 | 56 | 10 | 4 |
| 100 | Friendship with other missionaries | 1 | 14 | 17 | 67 | 34 |
| 101 | Conflicts with other missionaries | 12 | 57 | 60 | 4 | 0 |
| 102 | Friendships with other nationals | 1 | 9 | 11 | 62 | 50 |
| 103 | Conflicts with nationals | 9 | 51 | 71 | 2 | 0 |
| 104 | Demands made by nationals | 16 | 59 | 52 | 5 | 1 |
| 105 | Being considered rich by the nationals | 23 | 71 | 37 | 2 | 0 |

| | | | | | | |
|-----|--|----|----|----|----|---|
| 106 | Time and effort required to maintain relationships with donors and prayer partners | 10 | 50 | 53 | 16 | 4 |
|-----|--|----|----|----|----|---|

Total population in study: 133

| | | | |
|--------------------------|----|---|--------------------|
| Key to Study: | -2 | = | major frustration |
| | -1 | = | minor frustration |
| | 0 | = | neither |
| frustration/satisfaction | +1 | = | minor satisfaction |
| | +2 | = | major satisfaction |

FRUSTRATION-SATISFACTION RATING SCALE
MISSIONARY JOB SATISFACTION INVENTORY
(FREQUENCY DISTRIBUTION)

ON A SCALE OF 1 TO 10, WITH 1 BEING LOW AND 10 BEING HIGH, HOW WOULD YOU RATE THE LEVEL OF JOB SATISFACTION AND JOB FRUSTRATION THAT YOU EXPERIENCED AS A MISSIONARY?

| Number | Frequency | Percent |
|-------------------|------------|---------|
| 1. | 6 | 4.5 |
| 2. | 20 | 15.0 |
| 3. | 28 | 21.1 |
| 4. | 28 | 21.1 |
| 5. | 14 | 10.5 |
| 6. | 9 | 6.8 |
| 7. | 10 | 7.5 |
| 8. | 12 | 9.0 |
| 9. | 4 | 3.0 |
| 10. | 2 | 1.5 |
| Total Population: | <u>133</u> | |

Appendix C

Study of Terms of Service for Christian Reformed Church Missionaries

Table 1

Christian Reformed Church Missionaries
Terms of Service

(by recruitment year)

| Year | No. Missionaries Appointed | Total Number Years Service | Average No. Years |
|------|-------------------------------|-------------------------------|----------------------|
| 1970 | 11 | 82 | 7.5 |
| 1971 | 15 | 67 | 4.1 |
| 1972 | 10 | 59 | 5.9 |
| 1973 | 5 | 13 | 2.6 |
| 1974 | 12 | 58 | 4.9 |
| 1975 | 10 | 43 | 4.3 |
| 1976 | 12 | 41 | 3.4 |
| 1977 | 17 | 69 | 4.0 |
| 1978 | 12 | 57 | 4.8 |
| 1979 | 9 | 42 | 4.7 |
| 1980 | 12 | 49 | 4.1 |
| 1981 | 7 | 26 | 3.8 |
| 1982 | 8 | 22 | 2.7 |
| 1983 | 9 | 18 | 2.0 |

Source: Christian Reformed Church World Missions
Grand Rapids, Michigan.

Table 2

Study of the Terms of Service By Termination Date
for Christian Reformed Church Missionaries

| Years | No. Missionaries Appointed | Total Years Service | Average Term (No. of Years) |
|-----------|-------------------------------|------------------------|--------------------------------|
| 1941-1945 | 5 | 114 | 22.8 |
| 1946-1950 | 20 | 324 | 16.2 |
| 1951-1955 | 41 | 505 | 12.3 |
| 1956-1960 | 58 | 593 | 10.1 |
| 1961-1965 | 56 | 462 | 8.3 |
| 1966-1970 | 73 | 525 | 7.0 |
| 1971-1975 | 52 | 240 | 4.6 |
| 1976-1980 | 62 | 258 | 4.1 |
| 1981-1984 | 28 | 73 | 2.6 |

Source: Christian Reformed Church World Missions
Grand Rapids, Michigan

Table 3

Short-Term Appointees*
Terms of Service

| Years | No. Appointed | Did Not Complete Term |
|-----------|---------------|-----------------------|
| 1951-1960 | 3 | 0 |
| 1961-1970 | 16 | 1 |
| 1971-1980 | 34 | 2 |
| 1981-1985 | 30 | 3 |

*Short Term Appointees are generally recruited for terms of six months to one year.

Source: Christian Reformed Church World Missions
Grand Rapids, Michigan.

Appendix D

Scheffe Multiple Comparison Tables for Significant Variables of Christian Reformed Church Missionaries In a Study Comparing Stress Levels For:

- I. Those at work in West Africa, at home on leave, and those who had resigned.
- II. Those who were at work in West Africa, residing in Nigeria, Liberia, and the combined group in Sierra Leone, Mali and Guinea.

Appendix D

Scheffe Multiple Comparisons for Significant Variables
for Individual Items That Compare Missionaries at Work
in West Africa, Missionaries on Leave and Resigned, in
North America.

| Item | Mean | Group | Significant On Field With |
|---|------|---------------|---------------------------------|
| 7. The variety of tasks in my work | .79 | On Field | - |
| | 1.37 | Home On Leave | * |
| | 1.50 | Home Resigned | * |
| 9. Having areas of respon- sibility other than my assigned work | .03 | On Field | - |
| | .29 | Home On Leave | - |
| | .72 | Home Resigned | * |
| 10. Actual role different from the anticipated one | -.34 | On Field | - |
| | .07 | Home On Leave | - |
| | .32 | Home Retired | * |
| 14. Being responsible for the care of other missionaries | .03 | On Field | - |
| | .41 | Home On Leave | * |
| | .68 | Home Resigned | - |
| 15. Having a lot of respon- sibility delegated to me | .29 | On Field | - |
| | .59 | Home On Leave | - |
| | 1.09 | Home Retired | * |
| 16. Having responsibility without authority | -.39 | On Field | - |
| | .05 | Home On Leave | * |
| | .14 | Home Retired | * |
| 22. Helping to relieve the pain and suffering around me | .51 | On Field | - |
| | 1.02 | Home On Leave | * |
| | 1.05 | Home Retired | - |
| 27. Having some students who were eager to learn | .91 | On Field | - |
| | 1.36 | Home On Leave | * |
| | 1.44 | Home Resigned | * |
| 28. Nationals assuming leadership positions in the work | .67 | On Field | - |
| | .88 | Home On Leave | - |
| | 1.41 | Home Retired | * |

| | | | | |
|-----|------------------|-------|---------------|-----|
| 42. | Doing the urgent | -.78 | On Field | - |
| | rather than the | -.56 | Home On Leave | *** |
| | important | -1.04 | Home Resigned | *** |

***Note: Those who were Home on Leave were also significantly different than those who Resigned.

| | | | | |
|------|------------------------|-------|---------------|---|
| 47. | Having to work harder | -.26 | On Field | - |
| | and longer than other | .05 | Home On Leave | * |
| | missionaries | .18 | Home Resigned | - |
| 48. | Not enough time off | -.39 | On Field | - |
| | | -.07 | Home On Leave | * |
| | | .18 | Home Resigned | - |
| 49. | Not enough time away | -.50 | On Field | - |
| | from the station | -.17 | Home On Leave | * |
| | | -.27 | Home Resigned | - |
| 52. | Lack of fellowship | -.69 | On Field | - |
| | and "fun" times | -.32 | Home On Leave | * |
| | | -.45 | Home Resigned | - |
| 54. | Lack of privacy | -.86 | On Field | - |
| | | -.39 | Home On Leave | * |
| | | -.81 | Home Resigned | - |
| 56. | Balancing my role as | -.61 | On Field | - |
| | spouse/parent with my | -.15 | Home On Leave | * |
| | missionary role | -.32 | Home Resigned | - |
| 68. | Challenge of adjusting | .69 | On Field | - |
| | to another culture | 1.44 | Home On Leave | * |
| | | 1.27 | Home Resigned | * |
| 76. | The climate | .34 | On Field | - |
| | | .66 | Home On Leave | - |
| | | -.18 | Home Resigned | * |
| 99. | Lack of a friend with | -.63 | On Field | - |
| | whom I can share | -.17 | Home On Leave | * |
| | freely | -.31 | Home Resigned | - |
| 101. | Conflicts with other | -.57 | On Field | - |
| | missionaries | -.29 | Home On Leave | * |
| | | -1.14 | Home Resigned | * |
| 104. | Demands made by the | -.81 | On Field | - |
| | nationals | -.59 | Home On Leave | * |
| | | -.34 | Home Resigned | - |

Scheffe Multiple Comparisons for Significant Variables For Individual Items That Compare Missionaries at Work in the Countries of Nigeria, Liberia and a combined group in Sierra Leone, Guinea and Mali.

| Item | Mean | Country | Significant with Nigeria |
|--|------------------------|------------------------------------|--------------------------|
| 2. Being able to communicate with the people in their own language | .53 -.23 -.60 | Nigeria Liberia Sierra Leone | - * * |
| 12. Not having someone to turn to for advice | -.47 -.91 -1.00 | Nigeria Liberia Sierra Leone | - * - |
| 14. Being responsible for the care of other missionaries | .44 .05 -.60 | Nigeria Liberia Sierra Leone | - - * |
| 19. The way my job capitalizes on my skills | .89 .18 .50 | Nigeria Liberia Sierra Leone | - * - |
| 21. Seeing visible and tangible results of my work | 1.16 .27 -.30 | Nigeria Liberia Sierra Leone | - * * |
| 22. Helping to relieve the pain and suffering around me | .90 -.09 1.20 | Nigeria Liberia Sierra Leone | - * * |
| 23. Seeing people accept Christ | 1.36 .32 1.40 | Nigeria Liberia Sierra Leone | - * * |
| 34. Dishonesty amongst the nationals | -1.16 -.64 -.90 | Nigeria Liberia Sierra Leone | - * - |
| 39. Shortage of supplies | -1.07 -.41 -1.10 | Nigeria Liberia Sierra Leone | *** |

***Note: (Liberia was significantly different than Nigeria and Sierra Leone.)

| | | | | |
|-----|----------------------|------|--------------|---|
| 40. | Lack of finances for | -.49 | Nigeria | - |
| | | -.14 | Liberia | - |
| | | -.30 | Sierra Leone | - |

**No two groups are significantly different at the <.05 level.

| | | | | |
|-----|---------------------------------------|------|--------------|---|
| 49. | Not enough time away from the station | -.28 | Nigeria | - |
| | | -.68 | Liberia | * |
| | | -.50 | Sierra Leone | - |

| | | | | |
|-----|------------------------------------|-------|--------------|---|
| 52. | Lack of fellowship and "fun" times | -.41 | Nigeria | - |
| | | -.73 | Liberia | * |
| | | -1.10 | Sierra Leone | * |

| | | | | |
|-----|-----------------|-------|--------------|---|
| 54. | Lack of privacy | -.60 | Nigeria | - |
| | | -1.00 | Liberia | * |
| | | -1.10 | Sierra Leone | * |

| | | | | |
|-----|--|------|--------------|---|
| 58. | Rearing my children in a foreign country | .42 | Nigeria | - |
| | | -.22 | Liberia | * |
| | | .78 | Sierra Leone | * |

| | | | | |
|-----|--|------|--------------|---|
| 59. | The quality of my children's education | .87 | Nigeria | - |
| | | .11 | Liberia | * |
| | | -.22 | Sierra Leone | * |

| | | | | |
|-----|----------------------------------|------|--------------|---|
| 61. | Being separated from my children | -.75 | Nigeria | - |
| | | -.11 | Liberia | * |
| | | .00 | Sierra Leone | * |

| | | | | |
|-----|------------------------|------|--------------|---|
| 63. | The state of my health | .77 | Nigeria | - |
| | | .14 | Liberia | - |
| | | -.10 | Sierra Leone | - |

**No two groups are significantly different at the <.05 level.

| | | | | |
|-----|---------------------|-------|--------------|---|
| 65. | Travel difficulties | -.64 | Nigeria | - |
| | | -.82 | Liberia | - |
| | | -1.20 | Sierra Leone | - |

**No two groups are significantly different at the <.05 level.

| | | | | |
|-----|----------------------------------|------|--------------|---|
| 66. | Opportunities for foreign travel | 1.07 | Nigeria | - |
| | | .41 | Liberia | * |
| | | 1.20 | Sierra Leone | - |

| | | | | |
|-----|---|------|--------------|---|
| 67. | Learning about another culture first-hand | 1.50 | Nigeria | - |
| | | 1.14 | Liberia | - |
| | | 1.80 | Sierra Leone | * |

| | | | | |
|--|--|------------------------|------------------------------------|-------------|
| 68. | Challenge of adjusting to another culture | 1.08 .50 1.50 | Nigeria Liberia Sierra Leone | - * - |
| 71. | Shortage of household and cooking supplies | -.57 -.14 -.50 | Nigeria Liberia Sierra Leone | - * - |
| 72. | The mail service | -.40 -1.00 -1.30 | Nigeria Liberia Sierra Leone | - * * |
| 74. | Housing policies (who lives in which house) | .08 -.45 -.10 | Nigeria Liberia Sierra Leone | - * - |
| 76. | The climate | .44 -.18 .70 | Nigeria Liberia Sierra Leone | - - - |
| **No two groups are significantly different at the <.05 level. | | | | |
| 79. | Dealing with local and government officials | -.68 -1.18 -1.60 | Nigeria Liberia Sierra Leone | - * * |
| 81. | Having a different temperament than that valued by host culture | -.17 -.59 -.20 | Nigeria Liberia Sierra Leone | - - - |
| **No two groups are significantly different at the <.05 level. | | | | |
| 82. | The restrictions on personal behavior and life style | -.28 -.59 -.20 | Nigeria Liberia Sierra Leone | - - - |
| **No two groups are significantly different at the <.05 level. | | | | |
| 84. | Worship opportunities open to me | -.17 -.41 -1.30 | Nigeria Liberia Sierra Leone | - - * |
| 92. | The amount of support that I receive from my Home Office supervisors | .42 .00 -.40 | Nigeria Liberia Sierra Leone | - - * |
| 93. | Field supervisors not being trained in the work of administration | -.30 -.73 -.20 | Nigeria Liberia Sierra Leone | - * - |

| | | | |
|--|-------|--------------|---|
| 99. Lack of a friend with whom I can freely share | -.33 | Nigeria | - |
| | -.59 | Liberia | - |
| | -1.20 | Sierra Leone | * |
| 101. Conflicts with other missionaries | -.44 | Nigeria | - |
| | -1.13 | Liberia | * |
| | -.80 | Sierra Leone | - |
| 105. Being considered rich by nationals | -.75 | Nigeria | - |
| | -1.23 | Liberia | * |
| | -1.20 | Sierra Leone | - |

Appendix E

Tables of Description of Respondents

Table A

Total Number of Respondents in Study by Gender

| Gender | Number | Percent |
|--------|--------|---------|
| Male | 65 | 48.9 |
| Female | 68 | 51.1 |
| Total | 133 | 100.0 |

Table BTotal Number of Missionaries in Study
by Missionary Status

| Missionary Status | Number | Percent |
|--------------------------|--------|---------|
| Regular Missionary | 125 | 94 |
| Short-Term Missionary | 8 | 6 |
| | 133 | 100 |

Table C

Total Missionaries in Study by Hours of
Weekly Recreational Activity

| Hours of Recreation | Number | Percent |
|---------------------|--------|---------|
| 0 to 3 Hours | 17 | 12.8 |
| 4 to 7 Hours | 26 | 19.5 |
| 8 to 10 Hours | 36 | 27.1 |
| 11 to 15 Hours | 29 | 21.8 |
| More Than 15 Hours | 19 | 14.3 |
| Missing Data | 6 | 4.5 |
| | 133 | 100.0 |

Table D

Total Missionaries in Study By Age

| Age | Number | Percent |
|--------------------|--------|---------|
| Less than 30 Years | 41 | 30.8 |
| 30 to 45 Years | 66 | 49.6 |
| 46 to 60 Years | 20 | 15.0 |
| More than 60 Years | 6 | 4.6 |
| Total: | 133 | 100.0 |

Table E

Total Missionaries In Study by
Years of Experience

| Years of Experience | Number | Percent |
|---------------------|--------|---------|
| 0 to 2 Years | 33 | 24.8 |
| 3 to 5 Years | 42 | 31.6 |
| 6 to 10 Years | 18 | 13.5 |
| More than 10 Years | 40 | 30.1 |
| Total | 133 | 100.0 |

Table F

Total Missionaries in Study by
Marital Status

| Marital Status | Number | Percent |
|----------------------------------|--------|---------|
| Single, Never Married | 20 | 15.1 |
| Single, Engaged to be Married | 2 | 1.5 |
| Married | 111 | 83.4 |
| Total: | 133 | 100.0 |

Appendix F

Weighted Rank Order of Individual Items According to Stress Levels Reported

Appendix F

Rank Order of Individual Items According to
Weighted Stress Levels Reported

| Item No. | Item | Rank |
|----------|--|------|
| 34. | Dishonesty amongst the nationals | 140 |
| 39. | Shortage of supplies | 128 |
| 38. | The poverty of the nationals | 126 |
| 30. | The way nationals in authority behave towards their own people | 120 |
| 105. | Being considered rich by the nationals | 115 |
| 33. | Lack of sense of responsibility among the national staff | 112 |
| 79. | Dealing with local and national government officials | 111 |
| 36. | Conflict between my values and those of the host country | 108 |
| 42. | Doing the urgent rather than the important tasks | 101 |
| 78. | Political situation in the country | 100 |
| 65. | Travel difficulties | 95 |
| 54. | Lack of privacy | 94 |
| 18. | Frequent interruptions in my schedule | 89 |
| 3. | Inadequate language training | 89 |
| 31. | The way some missionaries behave towards the nationals | 89 |
| 85. | Lack of pastoral care | 88 |
| 35. | People coming too late or as a last resort, for help or advice | 87 |

Appendix F--Continued

| Item No. | Item | Rank |
|----------|---|------|
| 83. | Lack of time and energy for personal Bible study and prayer | 86 |
| 104. | Demands made by the nationals | 84 |
| 12. | Not having someone to turn to for advice | 78 |
| 46. | Too much work | 78 |
| 72. | The mail service | 77 |
| 101. | Conflict with other missionaries | 77 |
| 51. | Lack of quality family time | 75 |
| 41. | Lack of facilities and equipment | 75 |
| 52. | Lack of fellowship and "fun" times | 71 |
| 32. | Shortage of staff | 69 |
| 103. | Conflict with nationals | 67 |
| 37. | Lack of punctuality on the part of the nationals | 66 |
| 71. | Shortage of household and cooking supplies | 66 |
| 88. | The way interpersonal conflicts are handled in the mission | 64 |
| 89. | The amount of team spirit in our mission | 64 |
| 61. | Being separated from my children | 59 |
| 99. | Lack of a friend with whom I can share freely | 58 |
| 56. | Balancing my spouse/parent role with my missionary work | 56 |
| 40. | Lack of finances for the work | 52 |
| 49. | Not enough time away from the station | 48 |

Appendix F--Continued

| Item No. | Item | Rank |
|----------|---|------|
| 93. | Field supporters <u>not</u> trained in administration | 48 |
| 53. | Isolation | 47 |
| 106. | Time/effort required to maintain relationships with donors and prayer partners | 46 |
| 24. | Inadequate opportunity for a spiritual ministry | 46 |
| 82. | Restrictions on personal lifestyle and behavior | 43 |
| 95. | On-the-field orientation | 43 |
| 64. | Health hazards and physical dangers | 42 |
| 50. | Insufficient rest and sleep | 40 |
| 84. | Worship opportunities available to me | 39 |
| 11. | Inadequate or inappropriate training for the work I do | 38 |
| 48. | Not enough time off | 34 |
| 96. | Amount of understanding and support given me by missionaries when I make mistakes | 32 |
| 81. | Having a different temperament than that valued by the host culture | 32 |
| 62. | Being responsible for the medical care of my own family | 22 |
| 16. | Responsibility without authority | 22 |
| 10. | Actual role different from anticipated work | 20 |
| 47. | Having to work longer and harder than other missionaries | 20 |
| 86. | The male dominated structure of our organization | 19 |

Appendix F--Continued

| Item No. | Item | Rank |
|----------|---|------|
| 5. | Number of continuing educational opportunities open to me | 10 |
| 89. | The amount of team spirit in our mission | 4 |
| 73. | Inadequate personal financial support | 4 |
| 74. | Housing policies (who lives in which house) | 3 |

Rank Order of Individual Items According to
Weighted Satisfaction Levels Reported

| Item No. | Item | Rank Score |
|----------|--|------------|
| 80. | Being in God's will | 206 |
| 67. | Learning about another culture first hand | 194 |
| 6. | The challenge of my work | 173 |
| 25. | Working with some dedicated nationals | 172 |
| 20. | Worthwhileness of my job | 160 |
| 102. | Friendship with other nationals | 151 |
| 23. | Seeing people accept Christ | 151 |
| 44. | Being involved with teaching and other evangelism activities | 149 |
| 27. | Having some students who were eager to learn | 147 |
| 7. | The variety of tasks in my work | 144 |

Appendix F--Continued

| Item No. | Item | Rank |
|----------|---|------|
| 26. | Training nationals so that they can help their own people | 144 |
| 68. | Challenge of adjusting to another culture | 135 |
| 17. | Being able to arrange my own schedule | 135 |
| 77. | Beauty of the country | 135 |
| 66. | Opportunity for foreign travel | 129 |
| 70. | Trying new foods | 123 |
| 57. | My relationship with my spouse | 121 |
| 21. | Seeing visible and tangible results of my work | 120 |
| 19. | The way my job capitalizes on my skills and strengths | 119 |
| 100. | Friendships with other missionaries | 119 |
| 28. | Nationals assuming positions of leadership | 114 |
| 4. | Learning new skills | 110 |
| 22. | Helping to relieve the pain and suffering around me | 101 |
| 75. | Type of missionary housing and living conditions | 91 |
| 63. | The state of my health | 77 |
| 97. | Amount of appreciation and respect that other missionaries have for my work | 72 |
| 45. | Helping communities develop their own programs | 71 |
| 15. | Having a lot of responsibility delegated to me | 68 |
| 59. | The quality of my children's education | 66 |

Appendix F--Continued

| Item No. | Item | Rank |
|----------|---|------|
| 94. | Pre-field orientation | 63 |
| 69. | The food which is available | 60 |
| 76. | Climate | 47 |
| 2. | Being able to communicate with the people in their own language | 43 |
| 90. | Self-acceptance including self-forgiveness | 41 |
| 14. | Being responsible for the care of other missionaries | 39 |
| 92. | The amount of support and encouragement I receive from home office supervisors in the mission | 38 |
| 29. | Working under a national | 37 |
| 90. | The way my ideas and suggestions are accepted by the mission | 35 |
| 58. | Rearing my children in a foreign country | 35 |
| 8. | Doing jobs usually considered to be men's work | 33 |
| 13. | Working without a supervisor | 32 |
| 91. | The amount of support and encouragement that I receive from my field supervisors in the mission | 31 |
| 9. | Having areas of responsibility other than assigned work | 27 |
| 41. | Teaching my children | 12 |
| 42. | Being single | 7 |
| 43. | Bookkeeping, clerical and inventory work | 4 |
| 1. | Learning the language | 1 |

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