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MATERNAL AND PROFESSIONAL IDENTITY CHANGE DURING  
THE TRANSITION TO MOTHERHOOD

SCHOOL OF MANAGEMENT  
MRes Dissertation

MRES IN MANAGEMENT RESEARCH  
Academic Year: 2012 - 2013

Supervisor: Dr. Deirdre Anderson  
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## **ABSTRACT**

Becoming a mother derails many women's chances for career progression. One reason for this is that women leave organisations when they become mothers, or reduce their working hours. Another reason is that people within the organisation start to view them as less career-orientated as a result of being mothers. At the core of this issue is that who a woman is – her identity – is being redefined in the transition to motherhood, by herself and by those around her. But, little is known about how her professional identity develops during the transition to motherhood, or whether its development is related to her growing maternal identity. This paper, therefore, presents a systematic review of the literature concerning changes in maternal and professional identities, as well as the relationship between them. Based on the evidence, this review concludes that although the development of maternal identity has been well documented in the literature, little is known about how a woman's professional identity develops, as she becomes a mother. Suggestions for further research and practice are discussed.

Keywords:

Systematic literature review, social identity, role transitions, professional, working mother



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# **1 INTRODUCTION**

Despite practically equal numbers of men and women occupying entry levels within most organisations, the majority of top management teams are comprised of men. One of the reasons given for the disproportionate number of women in organisational leadership positions is that motherhood presents a barrier to women's career advancement (Hewlett and Luce, 2005). Research indicates that women often exit organisations when they become mothers, or reduce their working hours to better accommodate the combination of work and family responsibilities (Paull, 2006). With part-time positions frequently being perceived as less valuable to the organisation (Gatrell, 2007), the outcome is that few women are in positions to be considered for senior leadership posts. Alternatively, evidence suggests that mothers are routinely stereotyped against (Cuddy et al., 2004), with employers assuming limited career flexibility (King, 2008) and decreased organisational commitment (Pas et al., 2011).

During the transition to motherhood, a female professional is in the process of defining who she will be both as a mother and as a professional once her baby arrives. Viewing identity from a symbolic interactionist perspective, there is both a personal and a social component to identity (Mead, 1934). From this position, how people around her interact and respond to a woman are just as important as how a woman views herself in defining her identity. Therefore, in examining the transition to motherhood as a potential obstacle to women's career progression, it is important to understand how both identities change and how other people shape them in the process.

## **1.1 Purpose of the Systematic Review**

The purpose of this paper is to systematically examine the evidence concerning maternal and professional identity development during the transition to motherhood in order to summarise the changes taking place and the factors influencing them. By documenting the procedures followed throughout the review, including inclusion and quality criteria, the aim is to increase transparency in the process of gathering and presenting the evidence. The ultimate goal of this review is then to synthesise the evidence in order to shape future practice and research, with a view to supporting mothers' career advancement.

## **1.2 Structure of the Document**

Following this introduction, the next chapter (2) provides a brief overview of the domains of literature informing this review and positions the question guiding this review. The third chapter (3) details the methodology employed in locating and assessing studies for inclusion in this review. The fourth chapter (4) describes the studies selected and the fifth (5) chapter summarises the evidence contained within the studies in answer to the review question. Chapter 6 summarises the key findings of the review and suggests directions for future research and practise. Finally, chapter 7 concludes the review with a brief synopsis as well as reflections on limitations of the study and personal learning.

## **2 POSITIONING THE FIELD OF INQUIRY**

### **2.1 Mapping the Field**

This review draws primarily upon the literature concerning the transition to motherhood, maternal identity, professional identity and role transitions. As such, a brief overview of the developments within each of these domains of literature follows.

### **2.2 The Transition to Motherhood**

During the last decade, research concerning the transition to motherhood has taken multiple approaches. One stream has explored women's decisions to leave their organisations and has sought to identify factors contributing to turnover intention and to investigate how government and organisational supports might be used in order to stem attrition. These studies have demonstrated that many factors, including education and socio-economic background contribute to women's decisions about whether or not they will return to work following the birth of their children (Cloïn et al., 2011). Within this literature, there has also been the suggestion that women's decisions may be explained by their preferences. According to Hakim (2000, p.6) women could be grouped into three categories: Home-centred, Adaptive and Work-centred. She argued that home-centred women would prefer to stay at home and would do so unless financially obligated to work. Work-centred women would prioritise work and therefore remain childless. Adaptive women on the other hand, would try to combine work and family, but never be totally committed to work.

Although Hakim's assertions have been contested (Davey et al., 2005; Doorewaard et al., 2004; Houston and Marks, 2003; Lyonette et al., 2011), the theory she suggested is significant in that it illustrates part of the stereotyping women experience around the transition to motherhood. It demonstrates the underlying assumption, based on Acker's (1990) notion of the ideal worker, that women who become pregnant must not be committed to work (King and Botsford, 2009; Lyness et al., 1999). Research into women's experiences of the transition to motherhood, provides descriptions of how women become conscious of how colleagues and supervisors begin to treat them differently (Buzzanell and Liu, 2005; Millward, 2006).

Similarly, a second stream of research into the transition to motherhood has examined the challenges faced by women upon their return to work. These researchers have found that the commitment of women returning to work following maternity leave is often questioned (Gatrell, 2011; Sools et al., 2007). This is particularly problematic for women who return to work in part-time capacities (Gatrell, 2007; Webber and Williams, 2008). There are, of course, career implications for this perceived lack of commitment, such as the effective side-lining of new mothers from projects that would support their advancement within the organisation (Dick, 2006; Gatrell, 2007; Peus and Traut-Mattausch, 2008). Ashcraft's (1999) study of temporary executive succession planning in the context of a Chief Executive's maternity leave demonstrated that, even for the most senior organisational leader, the transition to motherhood could be used to change the individual's role within the organisation.

Interestingly, at the same time their roles within the organisation become unsettled, women become aware of societies' expectations for them as mothers (Koniak-Griffin et al., 2006). In many western cultures the legacy of the male breadwinner model still exists and creates an expectation that women will take on the primary responsibility for caring for the new child. In this way, women are confronted with conflicting expectations about the roles they should be playing. Stone and Lovejoy (2004, p.62) commented,

*“...by virtue of their occupational status and class membership, professional women are caught in a double bind between the competing models of the ideal worker and the ideal parent.”*

This statement reflects a core challenge experienced by women during the transition to motherhood and one that is echoed in other studies of the transition (Cahusac and Kanji, 2013; Ranson, 2005; Williams, 2005). But, it is not only the personal conflict accompanying these competing standards that presents an issue for women. Research indicates that when mothers have the option to work flexibly but choose not to, they are perceived less favourably by others (Vinkenburg et al., 2012). This indicates the power of societal norms of behaviour during the transition to motherhood and particularly, the expectation that mothers and not fathers, will be responsible for caring for children.

While the potential conflict between professional and maternal roles is conveyed in the literature, what is not clear is how women resolve this conflict. Ladge, Clair and



Greenberg (2012) have started to address this gap by proposing the concept of a cross-domain identity transition. They argue that during pregnancy, both the maternal and professional identities of a woman are changing and influencing each other in the process. Before discussing their proposal further (section 2.4.3), a brief review of the concept of identity is presented, followed by a discussion of maternal and professional identities.

## 2.3 Identity

The term “identity” refers to the answer individuals provide to the question, “Who am I?” The construct stems from research done by James and also by Cooley into the self at the beginning of the twentieth century and has been the subject of much debate (Epstein, 1973). Identity scholars have proposed differing views concerning how individuals define themselves. These range from a humanistic perspective on one side, in which self definition is purely defined by the individual (Giddens, 1991; Beck, 1992) to a deterministic view of the self, in which people are defined through the situation they are in and in relation to others (Ward, 1997; Elliott, 2001). Roughly in the middle of this spectrum sits the work of scholars such as, Jenkins (1996) and Craib (1998), who view identity as a social process rather than a thing (Craib, 1998). The individual has a personal sense of self that remains relatively stable, but in times of change or challenge, her social identities may shift according to the situation. Craib explains,

*“If I suffered a major tragedy in my family life, ceasing to be a husband and becoming a divorced man or a widower, my identity would have changed in an excruciatingly painful way but I would still have an identity. Social identities come and go but my identity goes on as something which unites all the social identities I ever had, have or will have”* (Craib, 1998, p. 4).

This comment illustrates an integration of both the psychological and sociological views of identity in that the individual has a degree of autonomy in who she is, but her identity is also socially constructed in her interactions with others and this influences the social identities she maintains.

In addition to the division based on humanistic and deterministic views of identity, the field can be further divided based on epistemological differences and opinions about the existing social order as illustrated by Côté (2009, p. 9) in the following table (Table 1):

**Table 1: Views of Identity**

Identity Studies Approaches: Fundamental Assumptions Regarding  
the Nature of Social Reality, Social Order, and Psychosocial Focus

<i>Epistemology</i>	<i>Individual Focus</i>		<i>Social Focus</i>	
	<i>Status Quo</i>	<i>Critical/ Contextual</i>	<i>Status Quo</i>	<i>Critical/ Contextual</i>
Objectivist	Identity status paradigm Self-psychology	“Critical and cultural psychologies” (e.g., Cushman, Baumeister, Kurtines)	Structural symbolic interactionism (e.g., Stryker, Burke)	Late-modernism (e.g., Beck) Critical social psychology (e.g., Wexler)
Subjectivist	Life history and narrative approaches (e.g., McAdams, Chandler)	Postmodernism (psychological variant; e.g., Gergen)	Symbolic interactionism (interpretive approach—e.g., Goffman, Weigert)	Postmodernism (sociological variant; Bauman; Rattansi & Phoenix)

Source: Côté (2009, p. 9)

This table simplifies some of the basic divisions within the field of identity. Although some identity scholars might be placed between the boxes, the table is useful in depicting some of the issues in achieving a common understanding of identity. In addition to the difference between the psychological and sociological views of identity discussed above, which Côté (2009) describes as individual focus and social focus respectively; he also illustrates two additional sources of division. First, from an epistemological perspective, the table indicates a division between those who perceive reality as objective and those who perceive it as subjective. Second, there is also division within the field concerning the established social order, specifically whether it is accepted or viewed critically (Côté, 2009).

Côté describes the distinction between the two types of symbolic interactionism (SI) as follows,

*“Structural SI investigates phenomena related to role playing, role salience and hierarchy, role conflict, and the like, whereas interpretive SI explores how people engage in role making and other spontaneous forms of interaction associated with impression management and the presentation of self”* (Côté, 2009, p.12).

This review is written from an interpretive symbolic interactionist perspective and, therefore considers identity to be formed as the individual,

*“...acquires content and meanings by internalizing, presenting, and occasionally fashioning identities that become the social reality of self, perhaps of others, and occasionally of emerging institutional arrangements”* (Weigert and Gecas, 2005, p. 171).

Considering the transition to motherhood from this perspective, a woman exercises some agency in how she enacts her maternal identity, but part of this identity will also be socially constructed through her relationships with others and the cultural context in which she lives (Weigert and Gecas, 2005).

In the case of professional women, their association with a profession has, to some extent, shaped their identities. Through their education, work experiences and professional affiliations, they have established themselves within their working contexts. In the process of becoming mothers, they are confronted with new situations that cause them to engage in identity work (Millward, 2006). Identity work, “...describes the ongoing mental activity that an individual undertakes in constructing an understanding of self that is coherent, distinct and positively valued” (Alvesson, et al., 2008). Therefore, during the transition, women are comparing their concepts of themselves with others’ expectations of how they will behave as both professionals and mothers. Through this process a woman integrates new information about who she is and how she relates to others.

Evidence suggests that the transition to motherhood is particularly challenging for professional women because the process highlights conflicting social expectations for their behaviour as professionals and as mothers (Ranson, 2005; Haynes, 2008b; Cahusac and Kanji, 2013). Ladge, Clair and Greenberg (2012) have suggested that the majority of identity work women engage in occurs while they are pregnant and still working, before maternity leave. But, since they only interviewed pregnant women, their data do not include the establishment of the maternal identity, which occurs after childbirth (Mercer, 2004).

With this in mind, it is useful to explore the roles of mother and of professional in order to understand how these might be impacted by the transition to motherhood. As such, the following section discusses the maternal role identity.

### 2.3.1 Maternal Identity

Miller (2005, p.25) described becoming a mother as involving, "...physical, embodied, emotional experiences that for most result in the birth of a baby for whom some sense of responsibility will come to be felt." Miller (2005) observed shifting expectations of mothers, based on cultural, racial and class differences. She argued that the concept of a "good" mother who stays at home with her children, or feels guilt for working is a middle class ideal. At the same time being able to provide for one's children is part of the "good" mother ideal for "less privileged women" (Miller 2005, p.55). This observation helps to explain Stone and Lovejoy's (2004) observation that becoming a mother is particularly challenging for professional women because these women are "privileged" with the ability of staying home and still being able to provide for their children. This notion of privilege assumes that professional women are in a relationship and that the father of the child is able and willing to support them (thus ignoring family diversity which is outside the scope of this review).

Focussing on the experiences of women in the UK, Thomson et al. (2008) found that pregnant women aged 26-35 were particularly interested in deciding what type of mother they would be, "homemaking, consumption, and parenting practices were arenas for the expression of maternal identifications" (Thomson et al. 2008, p.9). By contrast, neither older nor younger women's discussions of pregnancy reflected the same idea of choice in terms of maternal identity. The authors suggest that this difference might arise,

*"...because identities were considered to be either overly or insufficiently established to make change meaningful, or where motherhood was assumed as an inevitable life stage" (Thomson et al. 2008, p.9).*

These findings indicate that age may influence the salience of the maternal identity.

Although the amount of focus placed on the developing maternal identity may vary for different women, because it manifests in physical, emotional and social changes, it necessitates some amount of identity work. Because these changes occur simultaneously while the woman is at work during pregnancy, there is reason to believe

that these changes might also impact her professional role identity. Therefore, the following section explores the concept of professional identity.

### **2.3.2 Professional Identity**

According to Chreim et al. (2007, p.1515) professional identity is, “an individual’s self-definition as a member of a profession and is associated with the enactment of a professional role.” Pratt et al. (2006) suggested that, in contrast to organisational identification, professionals are concerned with identifying themselves with what they do, rather than where they do it. Furthermore, they observed that people compare what they do to expectations about who they are and strive to decrease any incongruity (Pratt et al., 2006). Consistent with Festinger’s (1957) cognitive dissonance theory, they found that when individuals performed work that they felt was beneath their skill level, they changed the way they thought about themselves. Pratt et al. (2006, p.255) commented, “When faced with a violation between their work and professional identities, physicians rectified this violation by customizing who they were to match what they did.” Although the researchers studied medical residents they believed that parallels could be drawn to other professions.

Their findings could, therefore, have implications in the transition to motherhood. If what an individual does has an impact on how she constructs her self-image, then a new mother may be prone to emphasise her mothering identity over her professional identity as she becomes engrossed in caring for the infant. This raises the question of how separation from professional behaviours, as in the context of maternity leave, might impact a woman’s professional identity.

Research suggests that even before maternity leave, professional women may experience challenges to their professional identities. Ely (1995) found that women in male-dominated firms did not disagree with negative perceptions of females. Instead they internalised the negative views and either accepted that they would not progress, or they employed tactics to distinguish themselves from other women. While a differentiation strategy may be effective before pregnancy, as a woman’s pregnancy is established, she may not be able to use the same strategies, particularly if confronted with negative stereotypes (Ranson, 2005).

These findings suggest that a pregnant woman's professional identity may be under particular scrutiny due to the developing maternal identity. If, as a consequence, the woman places less value in what she does, she may experience less organisational identification as well. This could impact not only her motivation to act in ways that support the organisation's goals (Akerlof and Kranton, 2005), but may also result in her deciding to leave the organisation (Volpe and Murphy, 2011).

This is of particular concern for professional women working in the business environment because research suggests that they do not identify themselves as strongly with their professional roles as their counterparts working in law and medicine (Volpe and Murphy, 2011). Volpe and Murphy (2011, p.72) note, "...MBA-bearing women view their identity as manager to be a bit more nebulous and, therefore, harder to identify with." A potentially weak identification with their roles as professionals may contribute to some women's decisions to leave their organisations.

The preceding discussion suggests that individuals are comparing expectations for behaviour in maternal and professional roles to their global identities during the transition to motherhood. But, the process through which women establish co-existing maternal and professional role identities remains unclear. The following section provides an overview of the literature on role transitions with a view to explaining the transition to motherhood.

## **2.4 Role Transitions**

Historically, discussions of roles and transitions within organisational literature assumed a separation of work and nonwork domains. As such, most of the early discussion concerning role transitions was focussed on professional roles to the exclusion of nonwork roles, until the late 1970's (Near et al., 1980). Louis' (1980, p. 330) definition of a role as, "...the task and other behaviors associated with a position in an organization or social system" therefore, reflects the developing interest in combining work and family into discussions of roles. He goes on to define career transitions as, "...the period during which an individual is either changing roles (taking on a different objective role) or changing orientation to a role already held (altering a subjective state)" (Louis, 1980, p. 330). These definitions provide the basis for the discussion of roles and role transitions that follows.

The process of role transition entails three phases, based on Van Gennep's (1960) seminal work concerning rites of passage. These three phases include, "rites of separation, transition rites, and rites of incorporation" (Van Gennep, 1960, p. 11). The type of transition is dependent upon the degree of separation of the roles. Macro-role transitions occur between non-overlapping roles, while micro-role transitions take place between simultaneously held roles (Ashforth, 2001).

According to Louis' (1980) work, the transition to motherhood could fall into two categories of career transition, depending upon the point at which the transition is regarded. For example, the woman who exits and re-enters the organisation for maternity leave may experience a macro-role transition. At the same time, upon her return to work, the new mother may also experience micro-role transitions. To clarify how this occurs, a brief discussion of macro-role and micro-role transitions follows.

#### **2.4.1 Macro-Role Transitions**

Macro-role transitions involve, "...the psychological and (if relevant) physical movement between sequentially held roles" (Ashforth, 2001, p. 7). Drawing on the example of the transition to motherhood, a woman leaving her organisation for maternity leave and then re-entering the organisation after her leave might be expected to experience two macro-role transitions: one at role exit and a second upon role-re-entry. In the process of experiencing these transitions the individual looks for cues as to how the subsequent role, in this case either becoming a mother and temporarily exiting her work role or becoming a working mother, is enacted. Ibarra (1999) suggests that in the process, the individual observes others, experiments with possible ways of enacting the role and then evaluates her progress.

Exiting a role can be difficult for an individual because she is not only leaving a familiar role, which she has identified herself with, but because doing so disrupts established relationships. As an employee exiting for maternity leave, for example, she is leaving her role as a colleague, a manager, a subordinate, and an employee. This exit may prompt the woman to reassess how she fits into the world in relation to others. Research has demonstrated that, particularly in Western cultures, professional identity is so valued that giving it up can be detrimental to a woman's self-esteem (Schultheiss,

2009). In addition, because maternity leave often starts before the baby arrives, a woman may experience exit while still uncertain of her next role.

Entering a new role also means leaving a familiar role behind and adjusting to a new set of expectations concerning the role and the relationship of that role to others. Ashforth (2001, p. 222) defines role entry as, "...how newcomers navigate new roles to realize their motives for identity, meaning, control, and belonging." Returning mothers in Millward's (2006) study reflected this in expressing their need to re-establish themselves as valued employees. This demonstrates that although women returning from maternity leave may be familiar with the organisation and perhaps returning to the same role, there is still a need for them to redefine themselves in the context of their re-assumed work roles.

Although macro-role transitions are discussed in the literature as permanent changes, the concepts of role exit and role re-entry could be applied in understanding women's experiences of leaving an organisation in preparation for delivery and in adjusting to work roles upon return. But, the sequential nature of the transitions leaves the experience of the pregnant worker unexplained. Micro-role transitions provide another vehicle for individuals to move between role identities and a discussion of this concept as it relates to the transition to motherhood follows.

#### **2.4.2 Micro-Role Transitions**

Micro-role transitions involve transitioning between overlapping roles. Individuals frequently transition between role identities according to which identity is most salient in a given situation (Ashforth et al., 2000). Similar to macro-role transitions, micro-role transitions also require role exit and entry, but these are of a much smaller and recurrent nature (Ashforth, 2001). Work-family transitions are typically described as micro-role transitions and the commuting time between work and home is often regarded as the bridge between exit and entry. The key challenge in micro-role transitions is establishing and maintaining boundaries between the roles.

Zerubavel (1991) considered boundaries to be necessary in order for individuals to perceive the thing they encompass. He described boundaries as often being taken for granted, but arbitrary nonetheless. Nippert-Eng's (1996) discussion of boundaries



between work and home also treats boundaries as arbitrary, but focuses on their construction by the individual. She describes them as forming a continuum between separation and integration between roles. Based on her discussion of boundaries, integration between home and work roles facilitates transition between the two, but can contribute to blurring. Ashforth et al. (2000) refer to this as overlap between role identities and suggest that while it eases transition, it may also result in confusion and interruption of role enactment.

While the concept of role blurring could be applied to the situation of the pregnant mother, who experiences role integration because her pregnant body can not be physically separated from her professional role identity, the assumption underlying micro-role transitions is that both identities are already established. As previously discussed, during pregnancy, the maternal identity is just beginning to develop and therefore, the concept of micro-role transition while potentially applicable to the returning mother, is not appropriate in considering the case of pregnancy.

In an effort to address the gaps discussed here concerning both macro- and micro-role transitions in explaining the transition to motherhood, Ladge et al. (2012) propose the concept of cross-domain transitions. The next section summarises Ladge et al.'s (2012) framework.

### **2.4.3 Cross-Domain Transitions**

Building on the concept of liminality as, "...a period of acute identity ambiguity or conflict" (Ibarra et al., 2008, p.14), Ladge et al. (2012) propose that pregnancy represents such a state. The authors found that changes in women's nonwork identities resulted in women questioning their professional identities. The women in the study reacted in one of three ways to the identity challenges: rejection, inaction and actualising (Ladge et al., 2012). The rejection response was characterised by the women attempting to keep their professional identities intact by refusing to acknowledge any potential changes that might accompany the arrival of the baby. Those that employed inaction adopted a wait-and-see approach. The third group of women recognised potential impacts to their professional identities and set about making changes to accommodate and, thus, to "actualise" their emerging maternal identities.

The strategies identified in this study provide a useful starting point for further research into the topic of cross-domain transitions. Because Ladge et al. (2012) only interviewed pregnant women, it is difficult to say whether the women maintained these strategies throughout their returns to work, or if they modified them. Millward (2006) suggested that the maternal identity is established upon the arrival of the baby, while nursing studies indicate that the process could take between three to six months postpartum (Nelson, 2003). Based on Ladge et al.'s (2012) work, it is difficult to conclude whether the arrival of the baby or the return to work might have further implications for maternal or professional role identities.

In summary, Ladge et al. (2012) have contributed to the understanding of women's experiences of the transition to motherhood by proposing that maternal and professional identities are co-developing and influencing each other during pregnancy. They have also highlighted the need for extension of role transition theory. However, the concept of cross-domain identity transitions, while promising, does not consider how professional and maternal identities develop over the course of maternity leave through to a mother's return to work. Research suggests that the two roles identities can not be considered established until the return to work is completed (Millward, 2006).

## **2.5 The Review Question**

During the transition to motherhood, professional women are confronted with a potential conflict between their established roles within an organisation and a developing maternal identity. Confronted with personal and societal expectations for how mothers behave while experiencing the physical and emotional work of pregnancy creates the impetus for identity work in pregnant professional women.

The power of the maternal identity may be particularly strong in women who have dealt with negative perceptions of women even before becoming pregnant; as is the case in some male-dominated organisations. But, regardless of prior history, negative stereotypes of pregnant women and working mothers, may result in women questioning themselves as professionals even if they had not done so before.

How women establish their maternal role identities has implications for their professional identities and their future career progression. Therefore, understanding the

process of transition and how women resolve challenges to their professional identities may provide insight into how they can be supported to establish co-existing maternal and professional identities.

Existing literature on role transitions offers limited explanation as to how professional women integrate the maternal identity and how this impacts the professional identity. While the concept of cross-domain identity transitions begins to address this gap, there are still many unanswered questions.

For these reasons, further investigation into the transition to motherhood in an organisational context is recommended. To support this research, this paper presents a systematic review of the literature in answer of the following question: ***How do maternal and professional identities change during the transition to motherhood?***

The following chapter describes the methodology implemented in conducting this systematic review of the literature.



## **3 METHODOLOGY**

This chapter describes the methodology implemented in conducting this systematic review of the literature on maternal and professional identity change during the transition to motherhood. This review is based on the methodology proposed by Tranfield et al. (2003) for conducting evidence-based management studies. As such, prior to beginning the review, a review panel was formed and a scoping study presented in order to identify the breadth of the field and an appropriate question for review. Once the scoping study review was completed, a systematic review protocol, describing the plan for this review was submitted to and approved by a Cranfield University Systematic Review Expert. The following section describes the systematic review process in general.

### **3.1 The Systematic Review Process**

With its origins in medical science, the purpose of the systematic review is to ensure that all the available evidence concerning a phenomenon of interest has been identified and evaluated in order to support informed decision-making (Tranfield et al., 2003). As the purpose of this review is to uncover potential gaps in the literature in order to formulate my PhD research question, adopting a systematic approach will increase the likelihood that my findings can be substantiated in the literature and that I have not overlooked any key research relevant to my inquiry.

To ensure thoroughness and to minimise bias, before beginning the search, I developed a search protocol and formed a panel of advisors. The following sections describe the review panel and the details of the process by which I selected, evaluated and synthesised the literature in answer to my review question.

### **3.2 The Review Panel**

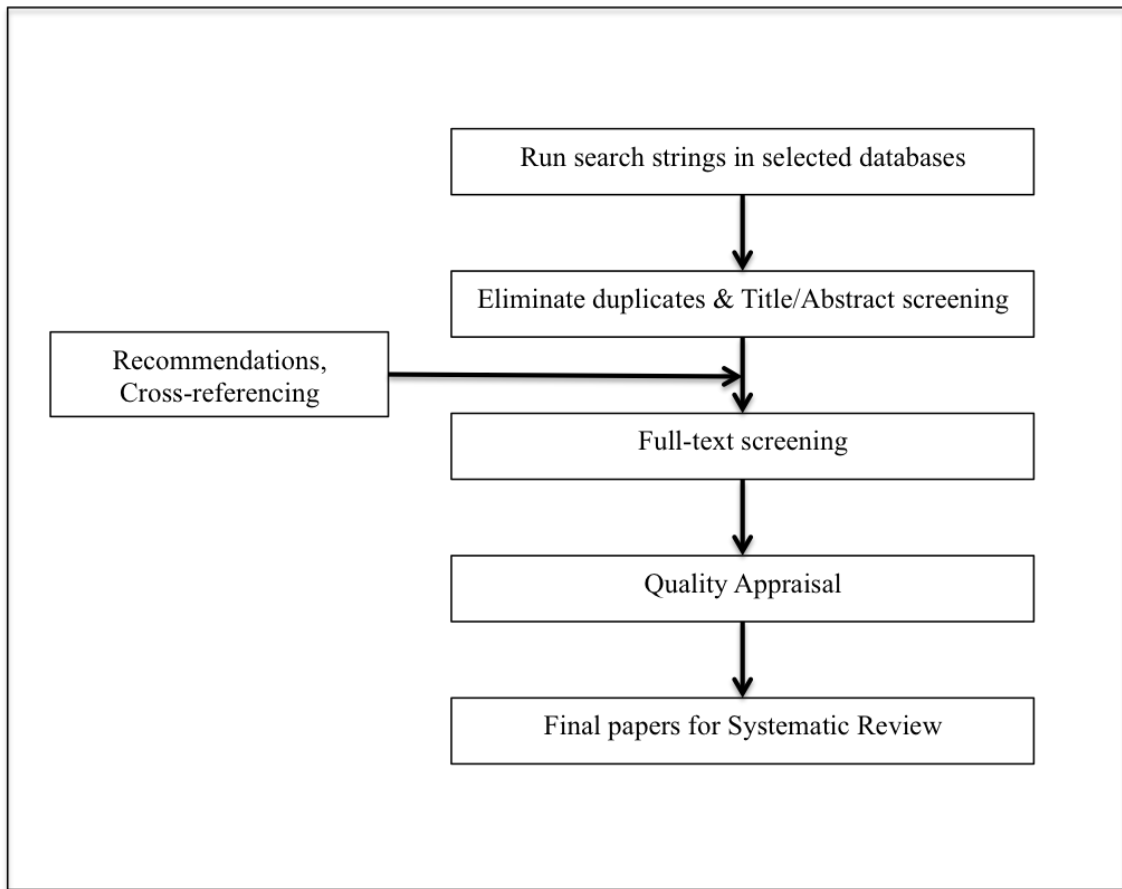
Tranfield et al. (2003) recommend forming a review panel consisting of systematic review process experts and also subject matter experts. They suggest that subject matter experts from both academia and practice be included in the panel to assist the researcher particularly in resolving debates concerning inclusion or exclusion of papers. Table 2 lists the review panel members and their areas of expertise.

**Table 2: Systematic Review Panel**

<b>Panel Member</b>	<b>Title/Organisation</b>	<b>Role</b>
Dr. Deirdre Anderson (Supervisor)	Senior Lecturer, Cranfield School of Management	Advise on literature selection and provide feedback on drafts
Professor Clare Kelliher	Professor, Cranfield School of Management	Advise on literature selection
Dr. Colin Pilbeam	Senior Research Fellow, Cranfield School of Management	Advise on review methodology
Ms. Heather Woodfield	Social Sciences Information Specialist, Cranfield School of Management	Advise on review methodology and locating literature
Dr. Caroline Gatrell	Senior Lecturer, Lancaster University Management School	Advise on literature selection
Mr. Chris Parke	Executive Coach, Talking Talent	Provide feedback on initial findings, drawing upon his practice in maternity coaching

### **3.3 Search Strategy**

Figure 1, below, describes the search strategy employed.



**Figure 1: Search Strategy**

### **3.4 Keywords**

**To facilitate the creation of appropriate search strings, the main concepts of the review question are broken down into key words. These concepts are: professional women’s maternal identities, female professional identity, the transition to motherhood and returning to work. To aid in the development of search strings, these concepts are further further broken down into the components: maternal, professional, identity, transition to motherhood and returning to work as listed in**

Table 3 below.

**Table 3: Keywords**

<b>Review question component</b>	<b>Keywords</b>
Maternal	Maternal, mother, motherhood, mothering, parent, parenthood, parenting, maternal role, mothering role <u>Not:</u> teen mothers, teenagers, teens, mothers with HIV, mothers with psychopathology, mothers with psychopathologies, mothers with eating disorders, mothers of infants with foetal issues
Professional	Professional, profession, manager, managerial, executive, senior
Identity	Identity, identification, self-identity, self-concept, concept of self, role identity, role, boundary
Becoming a mother	Transition to motherhood, becoming a mother, maternity, maternal, pregnancy, pregnant, antenatal, postnatal, birth of a child, birth of children, birth of a baby, birth of babies, give birth, giving birth
Returning to work	Return to work, women returners, career break, workforce re-entry, workforce reentry, after the birth of a child, after childbirth, following the birth of a child, following childbirth

### **3.5 Search Strings and Databases**

Based on the keywords listed in the preceding section, search strings were defined for the review question concepts. The following search strings (1-4) were developed for ABI/Inform. The same strings were then used to query EBSCO and PsycINFO, but with minor changes due to differences in the database phrasing requirements (e.g. w/5 is changed to w5). In addition, PsycINFO offers the option of selecting the sample population, for which “human” was added as a search criterion.

String 1 – maternal identity

((Identit\* OR identif\* OR boundar\* OR (concept w/5 self) OR role\*) w/5 (maternal OR mother\* OR parent\*)) NOT (“HIV” OR teen\* OR pscopatholog\* OR “eating disorder\*” OR adolescen\* OR fetal OR foetal)



String 2 – professional identity

(Identit\* OR identif\* OR boundar\* OR (concept w/5 self) OR role\*) w/5 (profession\* OR manager\* OR executive OR senior)

String 3 – becoming a mother

(Mother\* w/8 (transition\* OR becom\*)) OR Matern\* OR pregnan\* OR antenatal OR postnatal OR (Birth w/3 (child\* OR baby OR babies)) or “giv\* birth”

String 4 – returning to work

(Return\* w/3 work) OR “women returners” OR “career break\*” OR (workforce w/3 (reent\* OR re-ent\*)) OR ((after OR following) w/3 (birth OR childbirth))

Table 4, below, indicates the combinations of search strings run in the databases against the abstract field. To reduce complexity and facilitate labelling of imported results within RefWorks, the search strings were kept separate.

**Table 4: Search Strings**

	Maternal identity (1)	Professional identity (2)
Becoming a mother (3)	1 AND 3	2 AND 3
Returning to work (4)	1 AND 4	2 AND 4

The search string combinations listed above were run in ABI/Inform, EBSCO Business Source Complete and PsycINFO. On 22 May 2013, ABI/Inform indexed 5301 academic journals, magazines and trade publications; 1948 of which were peer-reviewed. On the same date, EBSCO Business Source Complete indexed 5040 academic journals, magazines and trade publications; 2815 of which were peer-reviewed. PsycINFO is the American Psychological Association’s index of more than 2500 articles, of which 99% are peer-reviewed (EBSCO Help, 2013). These databases were chosen because they index a large number of journals relating both to management issues as well as psychological and sociological issues, which are relevant in

researching maternal and professional identities. Most relevant titles were anticipated to be indexed on the databases listed above, as such, publisher sites were not searched separately.

### 3.6 Cross-Referencing and Panel Recommendations

In addition to evaluating the results produced by the databases, reference lists from the documents selected for the review and panel recommendations were also examined in order to identify additional relevant literature, which might have been missed in the search. The literature identified in this manner was subjected to the same inclusion criteria detailed below.

### 3.7 Selection Criteria

To guide the selection of articles for inclusion in the review, selection criteria were developed in advance of conducting the review. These criteria were first used for an initial screening of the papers at the title and abstract level. Papers included at this stage were then subjected to the same criteria after a full reading of the paper.

**Table 5: Inclusion and Exclusion Criteria**

<b>Criterion</b>	<b>Inclusion</b>	<b>Exclusion</b>	<b>Rationale</b>
Relevance for review question	Discusses a change in either maternal identity or professional identity or both	Does not discuss maternal or professional identity	Provides information that helps to answer the review question
Date of publication	All	None	I expect that most identity literature will follow Erikson's (1959) work.
Language	English	All other languages, except for English.	Most high quality academic articles are published in English.
Journal ranking	All	None	Because my topic touches on gender and sociology, I expect unranked, or lower ranked journals may be

			important sources of information.
Type of publication	Journal articles and working papers less than three months old	Books, book chapters, conference papers and proceedings, press articles, reports, theses, working papers older than three months	Books and book chapters are difficult to search systematically. Good conference papers and working papers will most likely be developed into journal articles. Press articles are generally of low quality. Reports and theses are not always identifiable or obtainable.
Literature domain	All	Contributions to Psychoanalytic Theory	Most articles will likely fall into the literature domains in Chapter 2 above. Contributions to Psychoanalytic Theory, while relevant to identity change are beyond the scope of this review.
Type of research	Theoretical and Empirical	Literature reviews	Both theoretical and empirical papers are relevant in answering the review question. To avoid basing the outcome of this review on the interpretation of others' literature reviews have been excluded.
Methodology	All	None	All methodologies will be considered in the review.
Context	All	None	Research originating in all cultures will be considered in the

			review.
Sample	Professional or managerial women	Mothers with HIV, mothers with psychopathology (e.g. eating disorder, general affective disorder, addiction, postnatal depression), refugees, mothers of children with health problems, undergraduate university students	I am interested in professional women. Mothers who are refugees, or who have illnesses, or whose infants are ill will be excluded because their experiences of transition are likely to be very different from professional women's typical experiences of transition to motherhood.

### 3.8 Quality Appraisal

The papers remaining, following the full paper inclusion criteria, were then evaluated on the basis of quality before becoming part of the review. The quality criteria, adapted from the work of Pittaway et al. (2004) to include separate criteria for conceptual, qualitative and quantitative papers, are described in the following sub-sections. Only those papers achieving an average rating of two or higher were included in the review. (See Appendix B for the quality scores of the papers included within this review.)

#### 3.8.1 Conceptual Papers

**Table 6: Conceptual Paper Quality Criteria**

Quality Assessment Criteria - Conceptual				
Element	Level			
	0 Absence	1 Low	2 Medium	3 High
1. Does the study inform or improve our understanding of prior theory?	The article does not provide enough information to assess this criterion	Does not make an important contribution. It is not clear the advance it makes.	Although using others' ideas, builds upon the existing theory.	Further develops existing knowledge, expanding the way the issue was explained so far.
2. Are the study's theoretical underpinnings clearly stated?	The article does not provide enough information to assess this criterion	Poor awareness of existing literature and debates.	Basic understanding of the issues around the topic being discussed.	Deep and broad knowledge of relevant literature and theory relevant for addressing the research.
3. Are all constructs	The article does	One or more	Each construct has	All constructs have

clearly defined?	not provide enough information to assess this criterion	constructs has not been defined.	been defined, but more information is needed.	been defined clearly.
4. Are all claims appropriately warranted?	The article does not provide enough information to assess this criterion	Under- or over-referenced.	Claims are appropriately referenced, but the source of the reference is questionable.	Claims are appropriately referenced by respected sources.
5. Is the paper well organised and clearly written?	The article does not provide enough information to assess this criterion	The paper is poorly structured and the argument is difficult to follow.	The paper is clearly written, but the argument is poorly constructed.	The paper is well written and the argument is clearly structured.

### 3.8.2 Qualitative Papers

**Table 7: Qualitative Paper Quality Criteria**

Quality Assessment Criteria - Qualitative				
Element	Level			
	0 Absence	1 Low	2 Medium	3 High
1. Does the study inform or improve our understanding of prior theory?	The article does not provide enough information to assess this criterion	Does not make an important contribution. It is not clear the advance it makes.	Although using others' ideas, builds upon the existing theory.	Further develops existing knowledge, expanding the way the issue was explained so far.
2. Is the conceptual framework clearly articulated?	The article does not provide enough information to assess this criterion	There is little reference made to theory or the motivation for the research is unclear.	The motivation for the research is clearly stated.	The motivation for the research is clearly stated and the findings are related back to theory.
3. Does the data support the claims?	The article does not provide enough information to assess this criterion	One or more claims are unsupported by the data.	The claim is too strongly worded to be supported by the data collected.	There is ample data to support the claims.
4. Is the methodology clearly described?	The article does not provide enough information to assess this criterion	Data inaccuracy and not related to theory. Flawed research design or insufficient description of methodology.	Data are related to the arguments, though there are some gaps. Research design may be improved.	Data strongly supports arguments. Besides, the research design is robust: sampling, data gathering, data analysis is rigorous
5. Is the paper well organised and clearly written?	The article does not provide enough information to assess this criterion	The paper is poorly structured and the argument is difficult to follow.	The paper is clearly written, but the argument is poorly constructed.	The paper is well written and the argument is clearly structured.
6. Are the results related to practice?	The article does not provide enough information to assess this criterion	Very difficult to implement the concepts and ideas presented. Not relevant for practitioners or professionals.	There is a potential for implementing the proposed ideas, with minor revisions or adjustments	Significant benefit may be obtained in the ideas being discussed are put into practice

### 3.8.3 Quantitative Papers

**Table 8: Quantitative Paper Quality Criteria**

Quality Assessment Criteria - Quantitative				
Element	Level			
	0 Absence	1 Low	2 Medium	3 High
1. Does the study inform or improve our understanding of prior theory?	The article does not provide enough information to assess this criterion	Does not make an important contribution. It is not clear the advance it makes.	Although using others' ideas, builds upon the existing theory.	Further develops existing knowledge, expanding the way the issue was explained so far.
2. Is the conceptual framework clearly articulated?	The article does not provide enough information to assess this criterion	There is little reference made to theory or the motivation for the research is unclear. One or more hypotheses are absent.	The motivation for the research is clearly stated and all hypotheses are present.	The motivation for the research is clearly stated and the findings are related back to theory.
3. Does the data support the claims?	The article does not provide enough information to assess this criterion	One or more claims are unsupported by the data.	The claim is too strongly worded to be supported by the data collected.	There is ample data to support the claims.
4. Is the methodology clearly described?	The article does not provide enough information to assess this criterion	Data inaccuracy and not related to theory. Flawed research design or insufficient description of methodology.	Data are related to the arguments, though there are some gaps. Research design may be improved.	Data strongly supports arguments. Besides, the research design is robust: sampling, data gathering, data analysis is rigorous
5. Is the paper well organised and clearly written?	The article does not provide enough information to assess this criterion	The paper is poorly structured and the argument is difficult to follow.	The paper is clearly written, but the argument is poorly constructed.	The paper is well written and the argument is clearly structured.
6. Are the results related to practice?	The article does not provide enough information to assess this criterion	Very difficult to implement the concepts and ideas presented. Not relevant for practitioners or professionals.	There is a potential for implementing the proposed ideas, with minor revisions or adjustments	Significant benefit may be obtained in the ideas being discussed are put into practice
7. Generalizability	The article does not provide enough information to assess this criterion	Only to the population studied	Generalizable to organizations of similar characteristics	High level of generalizability

### 3.9 Selected Articles

Following the procedures described above, the search process yielded 55 papers (see Appendix A). The table below (Table 9) provides an overview of the sources for papers from the original 4419 papers located through to the 523 papers passing the title screening stage.

**Table 9: Search String Results**

Search strings	ABI/Inform	EBSCO Business Source Complete	PsycINFO	Thereof journal articles and working papers	After title screening
1 AND 3	469	154	2365	2003	293
1 AND 4	40	10	157	141	66
2 AND 3	256	91	335	380	114
2 AND 4	327	59	156	319	50
Total:	1092	314	3013	2843	523

The title screening was conducted directly in the databases where the articles were located. Following this screening, the 523 remaining articles were imported into RefWorks where duplicates were found and removed. The table below summarises the number of articles removed at each subsequent stage of screening, resulting in the 55 selected papers.

After title screening	After removal of duplicates	After abstract and full paper screening	Added from cross-referencing	Added from panel recommendation	After quality review
523	369	72	+7	+3	55

### 3.10 Data Extraction

Once the papers passed the quality screening stage, the data listed in Table 10 were extracted from them in order to answer the review question.

**Table 10: Data Extraction Form**

<b>Citation</b>
Title
Author(s)
Date
Journal
<b>Study Background</b>
Research question
Subject
Conceptual/Qualitative/Quantitative
Ontology
Epistemology
Identity

Theoretical foundation
Country
<b>Methodology</b>
Unit of Analysis
Sample size
Subjects studied
Organisational level
Work experience
First-time or subsequent mother/parent
Ethnicity
Relationship status
Length of study
Pregnancy: type of contact & timing
Early postpartum: type of contact & timing
Postpartum: type of contact & timing
Non-pregnancy: type of contact and timing
Data Collection Method
Length of maternity leave
How was data analysed?
<b>Evidential Contribution</b>
Maternal identity change?
Professional identity change?
Relationship between maternal and professional identity
<b>Synthesis</b>
Key contribution(s) to review question
Limitations
Recommendations for future research
Practical application
Summary
Notes

In the absence of specific reference to the paper’s ontological, epistemological and theoretical assumptions, this information was inferred. Using the classification described by Easterby-Smith et al. (2012), ontology and epistemology were inferred through the author’s approach to data collection and analysis, as well as any references made concerning the study’s generalizability. The paper’s theoretical underpinnings were identified based on the background literature and any references made to theory in the discussion section. Following the extraction, the data were then synthesised as described in the following section.

### 3.11 Data Synthesis

The primary objective of the synthesis was to answer the review question and in so doing to summarise the main themes discussed in the literature. This goal was achieved primarily by consolidating what was known about changes in maternal and professional



identities, as described within the findings chapter (see Chapter 5). Once the data were consolidated, it became clear that separating out the maternal identity changes taking place within organisational contexts would clarify the process of maternal identity development. Next, the evidence regarding relationships between maternal and professional identity changes were summarised. Finally, the data were illustrated to create an overview of the evidence presented to summarise the findings.

Once the findings were consolidated, the gaps in evidence were compared to the information summarised within the descriptive account of the findings in the next chapter. Examining this data in combination yielded the key findings and suggestions for future research identified in this review. Before describing the outcome of the synthesis, however, the evidence is presented, beginning with a descriptive account of the literature in the following chapter.

## 4 DESCRIPTIVE ACCOUNT OF THE LITERATURE

### 4.1 Overview

This chapter provides a description of the journal articles comprising this review. In the following sections, information about the articles' origins are summarised, such as, the journals in which the studies were published as well as, the chronological and geographical distributions of the studies. Characteristics of the research projects undertaken are also presented; including epistemology and research method, unit of analysis, subjects studied and research designs implemented. Finally an overview of the contributions of each article relative to the review question is included.

### 4.2 Journal Characteristics

This review draws on a wide range of journals, reflecting the variety of disciplines in which research concerning the transition to motherhood is undertaken. The following table (Table 11) indicates the journals in which the papers were published as well as the ranking awarded to each journal by Cranfield University in February 2012. As the table demonstrates, no more than three articles were found in any single journal.

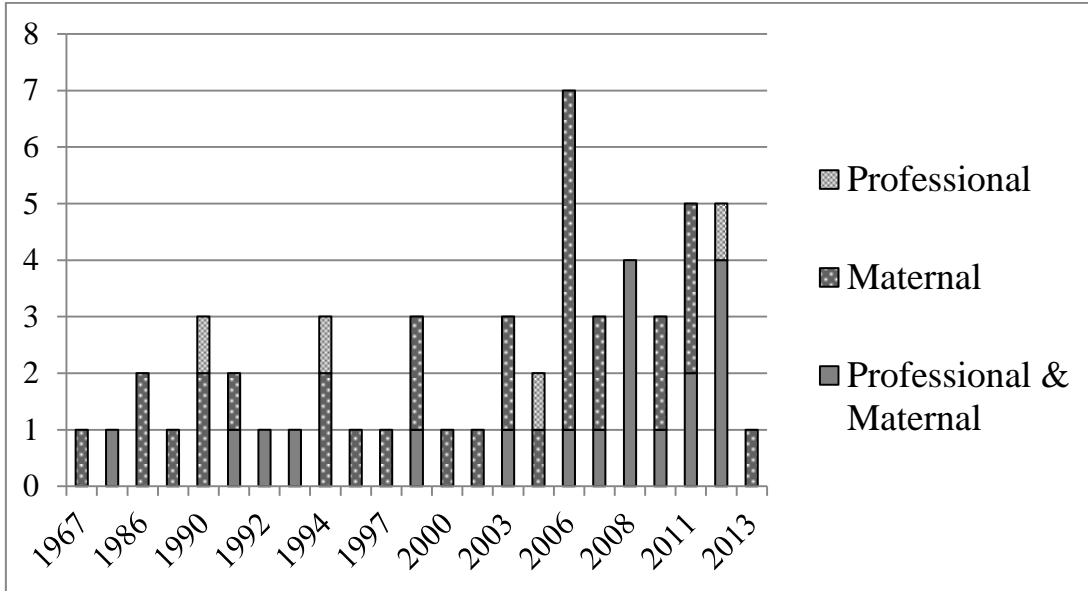
**Table 11: Journal Characteristics**

<b>Journal name</b>	<b>Number of papers</b>	<b>Cranfield Ranking</b>
Academy of Management Journal	1	4*
Accounting, Auditing & Accountability Journal	1	3*
Accounting, Organizations and Society	1	4*
Berkeley Journal of Employment and Labor Law	1	not ranked
British Journal of Industrial Relations	1	3*
British Journal of Medical Psychology	1	not ranked
British Journal of Psychology	1	not ranked
British Journal of Social Psychology	1	not ranked
Child: Care, Health and Development	1	not ranked
Critical Perspectives on Accounting	1	2*
Developmental Psychology	2	not ranked
European Journal of Marketing	1	3*
Gender & Society	2	not ranked
Gender, Work & Organization	1	3*
Health, Risk & Society	1	not ranked
Human Relations	2	4*

<b>Journal name</b>	<b>Number of papers</b>	<b>Cranfield Ranking</b>
Information Systems Research	1	4*
Journal of Applied Behavioral Science	1	2*
Journal of Business and Psychology	1	2*
Journal of Business Communication	1	not ranked
Journal of Child Psychology and Psychiatry	1	not ranked
Journal of Clinical Nursing	1	not ranked
Journal of Communication Inquiry	1	not ranked
Journal of Community & Applied Social Psychology	1	not ranked
Journal of Language and Social Psychology	1	not ranked
Journal of Management Inquiry	1	3*
Journal of Marketing Management	1	3*
Journal of Midwifery & Women's Health	1	not ranked
Journal of Nursing Scholarship	2	not ranked
Journal of Occupational and Organizational Psychology	1	3*
Journal of Organizational Behavior	1	3*
Journal of Personality and Social Psychology	3	4*
Journal of Reproductive and Infant Psychology	2	not ranked
Maternal-Child Nursing Journal	2	not ranked
Nursing Research	2	not ranked
Parenting: Science and Practice	2	not ranked
Psychology of Sport and Exercise	1	not ranked
Scandinavian Journal of Caring Sciences	1	not ranked
Sex Roles	3	not ranked
Sociology	1	not ranked
Women & Therapy	1	not ranked
Work, Employment & Society	2	4*
<b>Total</b>	<b>55</b>	

### 4.3 Chronological Distribution

The chronological distribution of papers summarises the number of articles published per year and shows a breakdown concerning the component of the review question it helps to answer (see Figure 2). The graphic demonstrates that this review is based on articles spanning 46 years. More than half of the articles (58%) add to what is known about changes in the maternal identity during the transition to motherhood. The remaining articles address changes to both professional and maternal identities (35%) or only professional identity (7%) during the transition to motherhood.



**Figure 2: Chronological Distribution of Papers**

#### 4.4 Geographical Distribution

The majority (45%) of the articles contributing to this review are based on research done in the United States of America (US). Although tallied separately from the US count, each of the international studies included in this review is also based in part on research conducted in the US. Following the US, the United Kingdom (UK) was the second most common population researched. As the table (Table 12) indicates, 73% of the studies featured in this review were conducted in the US and the UK.

**Table 12: Geographical Distribution of Papers**

Country	Number of papers
US	25
UK	15
Canada	5
China	1
Denmark	1
France	1
Hungary	1
Israel	1
Japan	1
Netherlands	1
International (incl. US)	3
<b>Total</b>	<b>55</b>

## 4.5 Epistemology and Theoretical Foundation

Based on statements made by the author(s) in the paper, or the methodology implemented, the articles were classified according to Easterby-Smith et al.'s (2012) definitions of positivist and social constructionist epistemologies. As is evident in the following table (Table 13), the evidence presented within this review stems from both positivist and social constructionist research traditions. Table 13 also shows the different theories forming the basis of the research.

**Table 13: Epistemology and Theoretical Foundation**

Study	Epistemology	Theoretical Foundation
Alexander and Higgins (1993)	Positivism	Self-discrepancy theory (Higgins, 1987, 1989)
Bailey (1999)	Social Constructionism	Critique of Late-modernism (Giddens & Beck); alignment with postmodernism (Bauman)
Barling and MacEwen (1991)	Positivism	Interrole conflict
Barzilay (2012)	Social Constructionism	Legal review
Bornstein et al. (2003)	Positivism	Family systems theory
Bridges and Orza (1996)	Positivism	
Carrigan and Szmigin (2006)	Social Constructionism	
Corse (1990)	Positivism	Stereotyping
Dambrin and Lambert (2008)	Social Constructionism	
DeMeis et al. (1986)	Positivism	
Derry (1994)	Social Constructionism	
Deutsch et al. (1988)	Positivism	Individuals actively construct their identities (Ruble, 1987)
Duxbury et al. (1992)	Positivism	Work-family conflict
Fouquier (2011)	Social Constructionism	Maternal role attainment
Gatrell (2013)	Social Constructionism	Body work
Glass and Fodor (2011)	Social Constructionism	
Hall and Wittkowski (2006)	Positivism	
Halpert and Burg (1997)	Social Constructionism	
Haynes (2008a)	Social Constructionism	Identity (Jenkins, Craib)
Haynes (2008b)	Social Constructionism	Bordieu's social reproduction
Haynes (2012)	Social Constructionism	Bordieu's physical capital
Holloway et al. (2006)	Positivism	Cultural models and Identity (Thoits, 1983, 1986, 1999)
Hoobler (2007)	Social Constructionism	Social Identity Theory
Houston and Marks (2003)	Positivism	Theory of planned behaviour
Johnston and Swanson (2006)	Social Constructionism	Identity (Gergen)
Kaitz (2007)	Positivism	
Katz-Wise et al. (2010)	Positivism	Social Structural theory & identity theory

		(Stryker & Serpe, 1982; Thoits, 1983)
Kiehl and White (2003)	Positivism	Roy's Adaptation Model
Kim et al. (2011)	Positivism	
King (2008)	Positivism	Social role theory (Katz and Kahn, 1978)
Knaak (2010)	Social Constructionism	Risk (Kasperson)
Krieg (2007)	Positivism	
Ladge et al. (2012)	Social Constructionism	Role transition (Ashforth)
Liu and Buzzanell (2004)	Social Constructionism	
McGannon et al. (2012)	Social Constructionism	Cultural sports psychology & socially constructed identity (Phoenix)
Mercer (2004)	Positivism	Maternal role attainment
Millward (2006)	Social Constructionism	Social Identity Theory
Ngai et al. (2011)	Social Constructionism	
Odland (2010)	Social Constructionism	Identity (Hall)
Pas et al. (2011)	Positivism	
Pickens (1982)	Social Constructionism	Identity (Erikson, 1964)
Rubin (1967)	Social Constructionism	Identity (Mead)
Ruble et al. (1990)	Positivism	
Schober and Scott (2012)	Positivism	Cognitive dissonance (Festinger)
Shelton and Johnson (2006)	Social Constructionism	Identity (Gergen)
Smith (1990)	Social Constructionism	Identity (Mead)
Smith (1991)	Social Constructionism	Identity (Mead)
Smith (1994)	Social Constructionism	Identity (Mead)
Smith (1999a)	Social Constructionism	Grounded theory
Smith (1999b)	Social Constructionism	Grounded theory
Thomsen and Sørensen (2006)	Social Constructionism	Identity (Weigert)
Walker et al. (1986)	Positivism	
Wall (2001)	Social Constructionism	Feminism
Wright et al. (2000)	Positivism	Parental Role Attainment
Zabielske (1994)	Positivism	Identity (Hall)

## 4.6 Epistemology and Research Method

The following table (Table 14) provides an overview of the research methods used within each epistemological tradition. Of the 24 positivist studies, 19 were conducted using a survey research design, while 20 of the 31 qualitative studies utilised data exclusively generated through interviews.

**Table 14: Epistemology and Research Method**

<b>Positivism</b>	<b>24</b>
Questionnaire	19
fMRI; Observation	1
Interview	1
Mixed: questionnaire; interview	1
Observation; questionnaire (Conceptual)	1
<b>Social Constructionism</b>	<b>31</b>
Interview	20
Repertory grid; Diary; Interview	4
Secondary source	4
Diary; interview	1
Mixed: questionnaire; interview (Conceptual)	1

#### 4.7 Unit of Analysis and Subject of Study

The empirical studies demonstrate a tendency to explore this topic at the individual unit of analysis as is illustrated in the table below (Table 15). The subjects of study included working and non-working parents, working men and women who were not parents, as well as Human Resource Managers, MBA students and printed material. For simplicity, references to “mother” in Table 15 include pregnant women. Additionally, for studies neglecting to include employment information, the subjects have been labelled as “mother” or “father”.

**Table 15: Unit of Analysis and Subject of Study**

<b>Individual</b>	<b>38</b>
Working mothers	17
Mothers and working mothers	12
Mothers	6
Working women	2
Women who planned to have children, mothers and working mothers	1
<b>Paired individuals</b>	<b>8</b>
Mothers and fathers (at least one partner working)	3
Mothers and fathers	2
Junior faculty members who were parents and their senior colleagues	1
Male and female MBA students	1

Mothers and working mothers	1
<b>Item</b>	<b>2</b>
Health education material	1
Legislation	1
<b>Editorial and advertising content</b>	<b>1</b>
Ladies' Home Journal in 1946 (12 issues)	1
<b>Editorial content</b>	<b>1</b>
Two issues of Runner's World	1
<b>Individual; interpersonal (researcher); societal</b>	<b>1</b>
Working mothers	1
<b>Organisation</b>	<b>1</b>
Human Resource Managers	1
<b>Organisation &amp; individual</b>	<b>1</b>
Working men and women	1

## 4.8 Research Design

Both cross-sectional and longitudinal research designs were implemented in the studies forming the basis of this review. The following table (Table 16) summarises the research designs utilised and indicates whether data were collected in conjunction with the transition to motherhood or separately for each of the empirical studies.

**Table 16: Research Design**

Length of study	Pregnancy	Early Postpartum (0-7 weeks)	Postpartum (8+ weeks)	Retrospective or unrelated to pregnancy	Study
Cross-sectional	x	x	x		Deutsch et al. (1988)
Cross-sectional	x		x		Gatrell (2013); Halpert and Burg (1997)
Cross-sectional	x			x	Haynes (2008b)
Cross-sectional	x				Bailey (1999); Ladge et al. (2012)
Cross-sectional			x		Bornstein et al. (2003); Wright et al. (2000); Hall and Wittkowski (2006); Holloway et al. (2006); Johnston and Swanson (2006); Knaak (2010); Liu and Buzzanell (2004); Ngai et al. (2011); Thomsen and Sørensen (2006); Zabielske (1994)



Length of study	Pregnancy	Early Postpartum (0-7 weeks)	Postpartum (8+ weeks)	Retrospective or unrelated to pregnancy	Study
Cross-sectional				x	Barling and MacEwen (1991); Bridges and Orza (1996); Corse (1990); Dambrin and Lambert (2008); Derry (1994); Duxbury et al. (1992); Fouquier (2011); Glass and Fodor (2011); Haynes (2012); King (2008); Pas et al. (2011); Shelton and Johnson (2006);
Cross-sectional and Longitudinal	x		x		Schober and Scott (2012)
Longitudinal	x	x	x		DeMeis et al. (1986); Katz-Wise et al. (2010); Ruble et al. (1990)
Longitudinal	x	x			Krieg (2007); Rubin (1967)
Longitudinal	x		x		Alexander and Higgins (1993); Houston and Marks (2003); Kiehl and White (2003); Kiehl and White (2003); Millward (2006); Smith (1990); Smith (1991); Smith (1994); Smith (1999a); Smith (1999b)
Longitudinal		x	x		Kim et al. (2011); Pickens (1982);
Longitudinal		x			Walker et al. (1986) – (1-3 days and 4-6 weeks postpartum)
Longitudinal			x		Kaitz (2007) – (3 and 6 months postpartum)
Series of interviews			x		Carrigan and Szmigin (2006); Haynes (2008a)
Text				x	Barzilay (2012); McGannon et al. (2012), Odland (2010); Wall (2001)

## 4.9 Contribution to Review

Nineteen of the studies comprising this review address changes in both maternal and professional identities, while 32 focus solely on changes in maternal identity and four focus on professional identity only. The table below (Table 17) provides an overview of the aspects of the review question each paper answers.

**Table 17: Contribution to Review**

Study	Maternal identity	Professional identity
Alexander and Higgins (1993)	x	x
Bailey (1999)	x	x
Barling and MacEwen (1991)	x	x
Barzilay (2012)	x	x
Bornstein et al. (2003)	x	-
Bridges and Orza (1996)	x	-
Carrigan and Szmigin (2006)	x	-
Corse (1990)	-	x
Dambrin and Lambert (2008)	x	x
DeMeis et al. (1986)	x	-
Derry (1994)	-	x
Deutsch et al. (1988)	x	-
Duxbury et al. (1992)	x	x
Fouquier (2011)	x	-
Gatrell (2013)	x	-
Glass and Fodor (2011)	x	x
Hall and Wittkowski (2006)	x	-
Halpert and Burg (1997)	x	-
Haynes (2008a)	x	x
Haynes (2008b)	x	x
Haynes (2012)	-	x
Holloway et al. (2006)	x	-
Hoobler (2007)	x	x
Houston and Marks (2003)	x	x
Johnston and Swanson (2006)	x	-
Kaitz (2007)	x	-
Katz-Wise et al. (2010)	x	x
Kiehl and White (2003)	x	-
Kim et al. (2011)	x	-
King (2008)	x	x
Knaak (2010)	x	-
Krieg (2007)	x	-
Ladge et al. (2012)	x	x
Liu and Buzzanell (2004)	-	x
McGannon et al. (2012)	x	x
Mercer (2004)	x	-
Millward (2006)	x	x
Ngai et al. (2011)	x	-
Odland (2010)	x	-

<b>Study</b>	<b>Maternal identity</b>	<b>Professional identity</b>
Pas et al. (2011)	x	x
Pickens (1982)	x	x
Rubin (1967)	x	-
Ruble et al. (1990)	x	-
Schober and Scott (2012)	x	x
Shelton and Johnson (2006)	x	-
Smith (1990)	x	-
Smith (1991)	x	-
Smith (1994)	x	-
Smith (1999a)	x	-
Smith (1999b)	x	-
Thomsen and Sørensen (2006)	x	-
Walker et al. (1986)	x	-
Wall (2001)	x	-
Wright et al. (2000)	x	-
Zabielske (1994)	x	-

As the table above demonstrates, seven researchers have contributed multiple studies to this review. Writing together from a social psychology perspective, Deutsch, Ruble, Fleming, Brooks-Gunn and Stangor published one study in 1988 and one study with Fitzmaurice in 1990 based on survey research on maternal self-definition. Contributing five papers based on research conducted in the 1990's also from a social psychological perspective, Smith explored identity change combining the use of repertory grids with interviews. More recently, Haynes, writing from a management perspective, contributed three studies based on interviews with accountants about the impact of the transition to motherhood on professional identity.

Having presented an overview of the papers selected for review, a summary of the findings related to the review question is presented in the following chapter.

## 5 FINDINGS

With the transition to motherhood, female professionals undergo changes in both maternal and professional identities concurrently, which have implications for their careers. The following sections first summarise the development of maternal identity, then describe additional changes in maternal identity specific to workingwomen. A description of the changes taking place in professional identity during the transition to motherhood follows and the chapter concludes with evidence from the literature concerning the relationship between maternal and professional identities. This summary is based on data recorded in the extraction forms (see Appendix F) as set forth in the methodology chapter (3.10).

### 5.1 Maternal Identity and the Transition to Motherhood

The papers comprising this review highlight different aspects of maternal identity development during the transition to motherhood. This is partly due to their different perspectives on maternal identity, evident within the definitions some authors have provided (see Appendix C). Of the eight papers that defined maternal identity, the four originating from the nursing literature present a common view of maternal identity. This perspective regards maternal identity as the achievement of both competence and confidence in caring for the infant (Mercer, 2004; Ngai et al., 2011; Walker, 1986; Wright et al., 2000). Walker (1986, p.68) suggests that in establishing their maternal identities, "...mothers establish both linkages and boundaries between themselves and their infants." The remaining four definitions, however, emphasise the social aspect of maternal identity. These definitions suggest that in addition to giving birth and nurturing the infant, the mother is also responsible for child rearing and, in this regard, her maternal identity is influenced by society (Alexander and Higgins, 1993; Haynes, 2008a; Odland, 2010) and culture (McGannon, 2012).

Haynes' comment, reflects this added responsibility of nurturing and how it differs from some definitions of maternal identity:

*"Motherhood is a politically contested concept of identity, as it illustrates the tensions between an essentialist view of identity, with a clear set of authentic characteristics which all those having this identity share (such as the biological fact that only women can bear children), and non-essentialist views of identity,*

*which focus on difference as well as shared characteristics”* (Haynes, 2008b, p.627).

Given the two perspectives of maternal identity, the studies presented within this review also focus on different aspects of the transition to motherhood. The following section summarises what is known about maternal identity change during the transition to motherhood.

### **5.1.1 Maternal Identity Change**

The literature discusses both the process of maternal identity change and the experience of the change. Turning first to the process of change, 13 articles describe stages of identity change associated with becoming a mother. Of these articles, five provide a description of the entire process of transition, while the remaining eight focus on dimensions of the change occurring during either pregnancy or in the postpartum period. (See Appendix D for a summary of the articles’ contributions, in chronological order, concerning the process of maternal identity change.)

From a process perspective, maternal identity may begin developing before the woman is even pregnant (Ladge et al. 2012), particularly as she gathers information on motherhood and pregnancy (Deutsch et al., 1988). During pregnancy, the woman continues to gather input to help her define herself in her role as a mother (Deutsch et al., 1988; Mercer, 2004) . The woman is also likely to look to other mothers as examples upon which she may pattern her behaviour (Bailey, 1999; Mercer, 2004; Rubin, 1967; Smith, 1991). During the initial stages, she assimilates this information almost indiscriminately (Rubin, 1967). In addition to mimicking others, she also begins to imagine herself as a mother, engaging both in role play, with the children of close family or friends (Rubin, 1967; Smith, 1999b), and by fantasising about herself in the role (Rubin, 1967; Ladge et al. 2012).

During the early stages of pregnancy, a woman engages in a period of introspection, during which she withdraws from the wider social world to focus on herself and her relationships with family (Bailey, 1999; Smith, 1990; Smith, 1991; Smith, 1999a). The literature indicates that this period of introspection coincides with a self-evaluation during which a woman assesses her progress in relation to her ideal self (Alexander and Higgins, 1993). This period of self-evaluation may result in feelings of identity loss

(Fouquier, 2011) , but it may also be regarded positively not as change, but as progress (Bailey, 1999).

As the pregnancy progresses, the woman again widens her focus to the wider social world, although her relationships with her close family members remain central (Smith, 1991: Smith, 1999a). She also begins preparing for the arrival of the baby by attending classes (Bailey, 1999) and buying baby-related equipment, such as a pram (Thomsen and Sørensen, 2006). By selecting one pram over the myriad others on the market (Thomsen and Sørensen, 2006), or by choosing to use convenience products (Carrigan and Szmigin, 2006), she engages in a process of defining her maternal identity and signalling it through her purchase decisions.

With the arrival of her new baby, the woman has the opportunity to develop her maternal identity further by practising what she has internalised until that point (Mercer, 2004). Evidence suggests that changes in her brain activity support her in caring for the baby by making her more sensitive to its cries (Kim et al., 2011). The period immediately following birth entails getting to know the baby and learning how to care for it (Mercer, 2004). While the woman is still gathering information from outside sources, she is more likely to be assessing the new information for its fit with how she sees herself as a mother (Rubin, 1967). This may entail, for example, actively rejecting popular discourse concerning breastfeeding, which emphasises the child's needs and downplays the difficulties associated with it (Wall, 2001). At this stage, even non-depressed mothers may experience negative thoughts (Walker et al., 1986). Alexander and Higgins (1993, p.1267) found that when new parents had 'high, unattained personal aspirations' they were more likely to experience dejection postpartum than parents without similar unmet goals. However, the birth of a child may also decrease agitation for parents who fall short of their spouse's expectations during pregnancy because, "...the new duties and responsibilities of parenthood can take attention away from the duties and responsibilities of being a spouse..." (Alexander and Higgins, 1993, p.1267). Compared to pregnancy, at one month postpartum, both first-time and experienced mothers feel increased stress and gender-role differentiation (Krieg, 2007). Although, Katz-Wise et al. (2010) observed that differentiation in gender-role attitudes for first-time mothers recovered somewhat at 12 months postpartum.

Once the woman has had some time to recover physically and has had the chance to practise mothering her own child, she is able to consider how her concept of mothering fits within her family (Mercer, 2004). Her self-confidence increases at this point, while her view of her baby becomes somewhat less positive (Walker et al., 1986). By the fifth postpartum month, the woman starts to emphasise her autonomy (Smith, 1991) and begins to see her future more clearly, albeit with somewhat different possibilities as compared to before having a baby (Rubin, 1967; Smith, 1999a). Rubin's (1967) model of the process includes a stage named, "Grief Work" during which women mourn the loss of prior identities, no longer compatible with the maternal identity. At the time, Rubin (1967) included the "career girl" amongst those lost identities. Ultimately, according to Smith (1990), a more coherent self-concept emerges. Smith (1994) found that when asked about the transition to motherhood five months postpartum, women created a more cohesive story of personal growth than was reflected in their real-time accounts. Smith (1994) concluded that the women in his study not only reshaped their experiences in the process, but also seemed to forget what those experiences were.

The evidence suggests that there is often a discrepancy between women's expectations of motherhood and the reality of being mothers (Fouquier, 2011; Hall and Wittkowski, 2006; Zabielske, 1994). Ruble et al. (1990) found that women's social orientation could change unpredictably as a result of the transition to motherhood; possibly effecting their relationships with their partners and others in their social network.

The literature indicates disagreement concerning the duration of maternal identity development. For example, Zabielski (1994) found that roughly 62% of full-term mothers had established the maternal identity by two weeks postpartum. According to Mercer (2004), the process could take up to four months. Meanwhile, Wright et al. (2000) suggest that the maternal role is established somewhere between nine and 12 months postpartum.

While the process of maternal identity development appears consistent between nonworking and working mothers (Bailey, 1999), the process of transition within a work environment comes with additional challenges. The following section summarises the literature's description of maternal identity development within an organisational context.

### **5.1.2 Maternal Identity Change within an Organisation**

The transition to motherhood while working for an organisation has been explored within the social psychology and management literature. The evidence suggests that, during pregnancy, women's relationships with colleagues may change through the discussion of nonwork-related topics such as parenthood (Bailey, 1999). While some women enjoy the physical experience of pregnancy, such as having more space and attention because of their increased size, the public nature of pregnancy, particularly having their bellies touched by others, is not always welcome (Bailey, 1999). In addition, the inability to control the appearance of the body (Haynes, 2008a) and the fear of "leaks" associated with amniotic fluid, or later milk (Gatrell, 2013), create concerns for working pregnant women.

Following the birth of the baby, some workingwomen grapple with whether or not they should return to work (Kaitz, 2007; Millward, 2006; Pickens, 1982). They evaluate the costs and rewards of being a mother, particularly in comparison to their working roles (Pickens, 1982). Concerns related to returning to work are rooted in not wanting to leave their infants (Houston and Marks, 2003; Kaitz, 2007) or in feelings of guilt (Millward, 2006) triggered by doing so. This may coincide with high levels of Maternal Separation Anxiety (DeMeis et al., 1986), depending upon the timing of their decisions. While Maternal Separation Anxiety is high for all mothers from birth through seven weeks postpartum, research suggests that it decreases at eight and 13.5 months postpartum, with women who want to work showing greater declines than those preferring to stay home (DeMeis et al., 1986). For some mothers, telecommuting may be an alternative which allows them to spend more time at home, but engaging in after-hours telecommuting may also increase a parent's experience of role overload (Duxbury, 1992). This could lead to interrole conflict, which has been shown to negatively impact performance on some tasks, such as proofreading (Barling and MacEwen, 1991). Additionally, although Bridges and Orza (1996) did not find any substantial differences between white and black middle class American women's experiences of combining working and mothering when they held comparable positions, the researchers did suggest that there may be a relationship between black women's work identities and their marital outcomes.



The evidence indicates that during the transition to motherhood, the woman is actively engaged in defining her maternal identity. The process of developing this maternal identity entails mental and physical preparation for birth and for nurturing postpartum. This process has consequences for her as an individual as well as for her relationships with others, although these differ individually. For women who are employed, the process of transition can be complicated through interactions at work and making decisions about whether to continue in their working roles. The next section summarises the internal and external factors influencing maternal identity change.

### **5.1.3 Factors Influencing Maternal Identity Change**

The development of maternal identity during the transition to motherhood is influenced by individual and social factors. From an individual perspective, physical factors such as a woman's pregnancy history (Ladge et al., 2012) and whether or not she breastfeeds (Knaak, 2010; Ngai et al., 2011) influence the establishment of maternal identity. At the same time, a woman's knowledge about motherhood (Ngai et al. 2011), own experience of childhood (Haynes, 2008b; Ladge et al., 2012) as well as psychological factors such as self-esteem, (Deutsch et al., 1988; Kiehl and White, 2003) role commitment (Holloway et al., 2006) and her perception of a discrepancy between her actual and ideal selves (Alexander and Higgins, 1993) can influence the development of maternal identity. Additionally, research indicates that women may alter their constructions of maternal identity according to their decisions about work (Johnston and Swanson, 2006; Schober and Scott, 2012).

Aside from the internal factors listed above, external factors also shape maternal identity during the transition to motherhood. Deutsch et al. (1988) observed that external sources of information were particularly important to women during pregnancy, since once the child arrived, women tended to focus on their own experiences of mothering. The external sources of information a woman draws upon in shaping herself as a mother include media such as magazines (McGannon et al., 2012; Odland, 2010), health education materials (Knaak, 2010) and television programming (Fouquier, 2011). Generally speaking, the traditional role of mothers in society influences women's maternal identity development (Carrigan and Szmigin, 2006; Haynes, 2008b; Holloway et al., 2006; Shelton and Johnson, 2006) as do State

regulations, which may effectively limit (Barzilay, 2012) or encourage (Glass and Fodor, 2011) the enactment of maternal identity. The literature suggests that a woman's relationships with her mother (Deutsch et al., 1988), husband (Bornstein et al., 2003; Ladge et al., 2012; Smith, 1999b) and the behaviour of her new child (Alexander and Higgins, 1993; Ngai et al., 2011; Walker et al., 1986) influence the way she defines herself as a mother and her experience of being a mother. Halpert et al. (1993) also found evidence to support the influence of colleagues' reactions on the developing maternal identity. Ladge et al. (2012, p.1463) confirmed the importance of 'social interactions with others at work' and added 'perceived formal organizational resources for working mothers' as being instrumental in shaping maternal identity. Overall, the availability of social support can facilitate the process of transition, although conflicting information from different sources can slow progress (Ngai et al., 2011).

Based on the literature, maternal identity is shaped through a combination of internal and external influencing factors. The following section summarises the literature concerning changes in professional identity during the transition to motherhood.

## **5.2 Professional Identity and the Transition to Motherhood**

As indicated above (section 5.1.2), researchers have investigated the process of maternal identity change within an organizational context. But, relatively few studies have examined the impact of the transition on professional identity specifically. Only five of the articles reviewed defined professional identity (see Appendix E).

According to Derry (1994, p.151),

*“Professional employment is most often defined as employment requiring a high level of autonomy and skill; it is employment to which one is highly committed, which forms a part of the definition of self.”*

Glass and Fodor (2011) make reference to the “ideal worker” in their definition of professional, while Haynes' (2008a; 2008b; 2012) definition reflects the performance of skilled work, but also of the requirement that one behaves in a manner consistent with the profession.

Only Ladge et al. (2012) have provided a framework for how changes to professional identity transpire. Their work suggests that during pregnancy, women imagine themselves combining the roles of professional and mother (Ladge et al. 2012). They

also engage in one of three strategies in response to challenges to their professional identities: “rejection,” “delay,” or “actualization” of the changes (Ladge et al., 2012, p.1457). As the names imply, “rejection” is the strategy used by women who refuse to acknowledge that their professional identities may change as a result of their maternal status; “delay” entails the awareness that changes in professional identity may take place, but are put off; and “actualization” is the strategy used by women who recognise changes to their professional identities and proactively manage them while pregnant (Ladge et al., 2012). Since the framework only describes strategies during pregnancy, it remains unclear how these strategies develop and how the transition is ultimately managed.

In addition to Ladge et al.’s (2012) framework of professional identity change during pregnancy, others have described the experience of transition. The transition to motherhood can be unsettling for a woman’s professional identity (Haynes, 2008b; Ladge et al., 2012). The physical symptoms of pregnancy may impair a woman’s ability to present herself in a professional manner (Haynes, 2008a; Haynes, 2012). Subordinate behaviour may change during pregnancy, regardless of whether the pregnant woman’s does (Corse, 1990). Corse (1990) found that MBA students engaged in more non task-related conversation with managers they believed were pregnant. The students also responded more negatively to authoritative behaviour when they believed the manager to be pregnant (Corse, 1990). At the same time, during pregnancy, women start to feel less valued in their working roles (Millward, 2006). This occurs partially because of colleagues’ and superiors’ negative comments, predicting less career commitment as a result of becoming a mother (Haynes, 2008a; Liu and Buzzanell, 2004; Millward, 2006) and partially because the woman may start to be excluded from her role as her work is assigned to others in preparation for her leave (Bailey, 1999; Millward, 2006).

Mentally, pregnant women engage in a re-evaluation of their professional lives and use the transition to improve or to exit unsatisfactory working situations (Dambrin, 2008; Ladge et al., 2012). In the process, they may feel alone in their efforts to plan their returns to work (Gatrell, 2013). Professional women may also change their working

situations in anticipation of challenges they expect to encounter after returning to work (Dambrin, 2008).

During pregnancy, women may be pressured into working through until labour in order to demonstrate their continued professional dedication (Gatrell, 2013; Haynes, 2008b). Similarly, the length of maternity leave they take may be used to decide their advancement potential. For instance, Glass and Fodor's (2011) study of HR Managers in the Hungarian finance sector revealed that women who took less than one year's maternity leave were assumed to be more dedicated to work than those who took a year or more of leave. Even accessing work-family benefits, such as on-site childcare can have the consequence of mothers being associated with their mothering roles rather than with their professional roles (Hoobler, 2007). Given the assessments others make concerning the returning mother, it is not surprising that Millward (2006, p.324) concluded, "On return, the key issue for women was to re-establish a viable employee identity...."

There is debate within the literature concerning the salience of professional identity during the transition to motherhood. On the one hand, Katz-Wise et al. (2010) concluded that work salience decreases for parents during the transition to parenthood, levelling off within one year postpartum. Derry (1994), on the other hand, concluded that through the addition of a second important identity (the maternal identity), professional identity may only feel less important or central. Regardless of the level of work salience, evidence suggests that professional women's career motivation remains high, even when they have young children (Pas et al., 2011).

These findings indicate that the transition to motherhood is a time during which women take stock of their professional lives and make changes to them, which may be related to a reprioritisation of professional identity. The following section summarises the factors known to influence professional identity during the transition to motherhood.

### **5.2.1 Factors Influencing Professional Identity Change**

Professional identity change is influenced by a combination of internal and external factors. The individual's personal history (Ladge et al. 2012; McGannon et al. 2012) and gender-role attitudes (Schober and Scott, 2012) influence changes in her

professional identity. In addition, a mother's ability to fit work into her personal definition of a "good" mother by emphasising the benefits to her child of being around other children during the day influences how she will define herself as a professional going forward (Millward, 2006).

External forces such as society, culture, professions and organisations influence women's professional identities (Haynes, 2008a; Haynes, 2008b; Haynes, 2012). At the societal level, Barzilay (2012) suggests that by permitting time in lieu for overtime hours worked instead of prohibiting them, State regulations in countries, such as the US, allow long-working hours cultures to continue and, therefore, undermine mothers' professional status. At the same time, Haynes (2013) found that a profession, such as accounting, may have greater influence on the enactment of gendered identity than society.

At the organisational level, the absence of organisational policies designed to facilitate work-family balance could negatively impact career motivation (Pas et al., 2011). Managers and colleagues signal organisational expectations that may be at odds with expectant- and new-mothers' personal situations, raising doubts about professional identity (Haynes, 2008b; Liu and Buzzanell, 2004). Women seek out role models within the organisation to provide examples of professional success alongside mothering (Millward, 2006; Pickens, 1982). At the same time, managers may assume that mothers' professional identities have changed. For example, King (2008) found that superiors incorrectly assumed that mothers had less availability and lower desire for advancement than fathers.

The evidence suggests that both internal and external factors to the individual influence professional identity change during the transition to motherhood. The following section, presents the literature concerning the relationship between maternal and professional identity change.

### **5.3 The Relationship between Maternal and Professional Identity Change**

As previously discussed, the emerging maternal identity presents a challenge to professional identity. This challenge occurs because women are no longer able to

downplay their gender at work (Bailey, 1999). Through the visible signals of sexuality in pregnant and breastfeeding bodies, they necessarily disrupt the gender neutrality of the organisation (Gatrell, 2013) and violate expectations for professional presentation (Haynes, 2008a). Additionally, the fact that maternity leave will be required, no matter how short the duration, will still require the organisation to at least temporarily reorganise responsibilities to accommodate the absence (Liu and Buzzanell, 2004).

The physical and mental development, characteristic of maternal identity, can be at odds with professional role requirements (Derry, 1994), resulting in women having to prioritise one identity over the other, such as in deciding whether or not to breastfeed while working (Gatrell, 2013). McGannon et al. (2012) illustrated how the media may encourage the prioritisation of the maternal identity over the professional identity as illustrated in one magazine's portrayal of a female professional athlete as a mother first and an athlete second. Indeed, there is evidence to suggest that during the transition to motherhood, family salience increases while work salience decreases (Alexander and Higgins, 1993; Katz-Wise et al., 2010).

Taking an extreme view of prioritisation, two of the papers forming this review positioned the enactment of maternal and professional identities as incompatible. Dambrin and Lambert, for example, concluded,

*“Before even being faced with the glass ceiling, women auditors leave firms because they anticipate the impossible task of managing correctly the dilemma between professional life and family life, which is either occurring or soon to occur in their cases”* (Dambrin and Lambert, 2008, p.492).

While Dambrin's and Lambert's comment highlights women's agency in choosing to leave their organisations, Glass and Fodor (2011, p.21) point to discrimination on the part of employers as a cause for incompatibility between maternal and professional identity, “While women per se are not deemed unfit, mothers are viewed as incapable of meeting the demands of professional employment.”

Two papers suggested that maternal and professional identities are actually entwined. Ladge et al. (2012) described the identities as influencing each other in an iterative manner. This view of the relationship between maternal and professional identity is consistent with Haynes who also observed,

*“Where opportunities for investing in the professional self are maintained, however, the women appeared to experience less discontinuity between their professional and mothering identities, and a more successful entwining of the professional and personal” (Haynes, 2008b, p.635).*

These findings support the view that a relationship between maternal and professional identities exists, but are inconclusive in determining the nature of that relationship.

## **5.4 Summary**

Figure 3 below provides an illustration of the factors identified within the literature as being influential in changes to maternal and professional identities.

## MATERNAL IDENTITY

### INFLUENCING FACTORS

#### Individual

Pregnancy history; Breastfeeding; Knowledge of motherhood; Childhood; Self-esteem; Role commitment; Aspirations; Decisions about work

#### Social

Information; Traditional role of mothers in society; State regulations; Relationships with mother, husband, child; Interactions at work; Organisational policy; Social support

MATERNAL PHASE	PREGNANCY	EARLY POSTPARTUM	POSTPARTUM
PHYSICAL	<ul style="list-style-type: none"> <li>Increasing in size</li> <li>Producing fluids</li> <li>Public nature of pregnancy</li> <li>Unable to control body</li> </ul>	<ul style="list-style-type: none"> <li>Recovering</li> <li>Baby-influenced brain activity</li> <li>Breastfeeding &amp; recovering body still difficult to control</li> </ul>	
MENTAL	<ul style="list-style-type: none"> <li>Family-salience increasing</li> <li>Imagining self as mother</li> <li>Self-evaluation</li> <li>Withdrawal from public world, then re-emergence</li> <li>Focusing on family</li> </ul>	<ul style="list-style-type: none"> <li>Family-salience increasing</li> <li>Fitting mothering identity into family dynamic</li> <li>Deciding about work: anxiety and guilt</li> </ul>	<ul style="list-style-type: none"> <li>Focusing on autonomy</li> <li>Assessing new options for the future</li> <li>Grieving for lost identities</li> <li>Experiencing a more coherent sense of self</li> <li>Possibility for role overload/ conflict</li> </ul>
EMOTIONAL	<ul style="list-style-type: none"> <li>Identity loss</li> <li>Sense of progress</li> <li>Pressure to work through until labour</li> </ul>	<ul style="list-style-type: none"> <li>Increasing self-confidence as mother</li> <li>Increased stress</li> <li>Possibly dejection, or less agitation</li> <li>Maternal Separation Anxiety</li> </ul>	<ul style="list-style-type: none"> <li>Decreased Maternal Separation Anxiety</li> </ul>
SOCIAL	<ul style="list-style-type: none"> <li>Increasing gender-role differentiation</li> <li>Changing relationships with colleagues</li> </ul>	<ul style="list-style-type: none"> <li>Increasing gender-role differentiation</li> </ul>	
BEHAVIOURAL	<ul style="list-style-type: none"> <li>Information gathering</li> <li>Copying others</li> <li>Practising with other children</li> </ul>	<ul style="list-style-type: none"> <li>Information gathering</li> <li>Learning to care for baby</li> <li>Practising mothering own baby</li> </ul>	<ul style="list-style-type: none"> <li>Information gathering</li> </ul>

## PROFESSIONAL IDENTITY

### INFLUENCING FACTORS

#### Individual

Personal history; Gender-role attitudes; Personal definition of “good mother”

#### Social

State regulations; Culture; Profession; Interactions at work; Role models

MATERNAL PHASE	PREGNANCY & BIRTH	EARLY POSTPARTUM	POSTPARTUM
PHYSICAL	<ul style="list-style-type: none"> <li>Physical changes may require change in working conditions or role</li> </ul>		
MENTAL	<ul style="list-style-type: none"> <li>Rejecting, delaying or actualising change</li> <li>Re-evaluating professional life</li> <li>Doubts about value to organisation</li> <li>Work salience decreasing?</li> </ul>	<ul style="list-style-type: none"> <li>Potential loss of ambition</li> <li>Sustained career motivation</li> <li>Work salience decreasing?</li> </ul>	<ul style="list-style-type: none"> <li>Potential loss of ambition</li> <li>Sustained career motivation</li> <li>Possibility for role overload/ conflict</li> </ul>
EMOTIONAL	<ul style="list-style-type: none"> <li>Feeling alone in planning return</li> </ul>		
SOCIAL	<ul style="list-style-type: none"> <li>Pressure to work through until labour</li> <li>Risk to professional appearance</li> </ul>	<ul style="list-style-type: none"> <li>Dedication potentially determined by length of leave</li> <li>May be associated with mothering role</li> <li>Risk to professional appearance</li> </ul>	<ul style="list-style-type: none"> <li>May be associated with mothering role</li> </ul>
BEHAVIOURAL	<ul style="list-style-type: none"> <li>May make changes to working role</li> </ul>	<ul style="list-style-type: none"> <li>Re-establish status as valuable employee</li> </ul>	

**Figure 3: Factors Influencing Maternal and Professional Identity Change**

As the figure illustrates, maternal and professional identity changes are influenced by a combination of individual and social factors.

Shifting focus to maternal identity, the following table (Table 18) summarises the evidence that has been presented concerning the changes that take place.



**Table 18: Summary of Changes in Maternal Identity**

**MATERNAL IDENTITY**

MATERNAL PHASE	PREGNANCY	EARLY POSTPARTUM	POSTPARTUM
PHYSICAL	<ul style="list-style-type: none"> <li>Increasing in size</li> <li>Producing fluids</li> <li><i>Public nature of pregnancy</i></li> <li><i>Unable to control body</i></li> </ul>	<ul style="list-style-type: none"> <li>Recovering</li> <li>Baby-influenced brain activity</li> <li><i>Breastfeeding &amp; recovering body still difficult to control</i></li> </ul>	
MENTAL	<ul style="list-style-type: none"> <li>Family-salience increasing</li> <li>Imagining self as mother</li> <li>Self-evaluation</li> <li>Withdrawal from public world, then re-emergence</li> <li>Focusing on family</li> </ul>	<ul style="list-style-type: none"> <li>Family-salience increasing</li> <li>Fitting mothering identity into family dynamic</li> <li><i>Deciding about work: anxiety and guilt</i></li> </ul>	<ul style="list-style-type: none"> <li>Focusing on autonomy</li> <li>Assessing new options for the future</li> <li>Grieving for lost identities</li> <li>Experiencing a more coherent sense of self</li> <li><i>Possibility for role overload/ conflict</i></li> </ul>
EMOTIONAL	<ul style="list-style-type: none"> <li>Identity loss</li> <li>Sense of progress</li> <li><i>Pressure to work through until labour</i></li> </ul>	<ul style="list-style-type: none"> <li>Increasing self-confidence as mother</li> <li>Increased stress</li> <li>Possibly dejection, or less agitation</li> <li><i>Maternal Separation Anxiety</i></li> </ul>	<ul style="list-style-type: none"> <li><i>Decreased Maternal Separation Anxiety</i></li> </ul>
SOCIAL	<ul style="list-style-type: none"> <li>Increasing gender-role differentiation</li> <li><i>Changing relationships with colleagues</i></li> </ul>	<ul style="list-style-type: none"> <li>Increasing gender-role differentiation</li> </ul>	
BEHAVIOURAL	<ul style="list-style-type: none"> <li>Information gathering</li> <li>Copying others</li> <li>Practising with other children</li> </ul>	<ul style="list-style-type: none"> <li>Information gathering</li> <li>Learning to care for baby</li> <li>Practising mothering own baby</li> </ul>	<ul style="list-style-type: none"> <li>Information gathering</li> </ul>

*(Specific to Organisational Context)*

For professional women, changes in professional identity occur concurrently to those in maternal identity. The following table (Table 19) summarises those changes.

**Table 19: Summary of Changes in Professional Identity**

**PROFESSIONAL IDENTITY**

MATERNAL PHASE	PREGNANCY & BIRTH	EARLY POSTPARTUM	POSTPARTUM
PHYSICAL	<ul style="list-style-type: none"> <li>Physical changes may require change in working conditions or role</li> </ul>		
MENTAL	<ul style="list-style-type: none"> <li>Rejecting, delaying or actualising change</li> <li>Re-evaluating professional life</li> <li>Doubts about value to organisation</li> </ul>	<ul style="list-style-type: none"> <li>Potential loss of ambition</li> <li>Sustained career motivation</li> <li><i>Work salience decreasing?</i></li> </ul>	<ul style="list-style-type: none"> <li>Potential loss of ambition</li> <li>Sustained career motivation</li> <li>Possibility for role overload/ conflict</li> </ul>
EMOTIONAL	<ul style="list-style-type: none"> <li>Feeling alone in planning return</li> </ul>		
SOCIAL	<ul style="list-style-type: none"> <li>Pressure to work through until labour</li> <li>Risk to professional appearance</li> </ul>	<ul style="list-style-type: none"> <li>Dedication potentially determined by length of leave</li> <li>May be associated with mothering role</li> <li>Risk to professional appearance</li> </ul>	<ul style="list-style-type: none"> <li>May be associated with mothering role</li> </ul>
BEHAVIOURAL	<ul style="list-style-type: none"> <li>May make changes to working role</li> </ul>	<ul style="list-style-type: none"> <li>Re-establish status as valuable employee</li> </ul>	

As is evident from the figures above, physical, mental, emotional, social and behavioural changes to maternal and professional identities take place during the transition to motherhood. The resolution of maternal identity change is the integration of the maternal identity into the woman’s self-concept. But, the outcome of the changes

in professional identity is not clearly defined within the literature. Furthermore, the relationship between maternal and professional identities is also unclear.

Based on the descriptive account of the literature provided in Chapter 4 and the findings summarised within this section, the next chapter discusses the key findings of this review as well as potential areas for further research.



## 6 DISCUSSION

This chapter presents the key findings within the literature concerning changes in maternal and professional identities during the transition to motherhood. A discussion of the implications for future research in general and then for my PhD in particular follows.

The development of maternal identity during the transition to motherhood has been well-documented through research stemming from Rubin's (1967) and Mercer's (2004) work within nursing. Social psychology and management scholars, such as Bailey (1999) and Millward (2006), have extended this research by describing the process of change within an organisational setting. Yet, only recently, through the work of Ladge et al. (2012) has the process of professional identity change and its relationship to maternal identity change been explored. As a result, little is known about the process of professional identity change in this context, or the outcomes of the changes. In addition, while some researchers have described a relationship between changes in maternal and professional identities during the transition to motherhood, the nature of that relationship remains unclear.

Haynes' (2008a; 2008b; 2012) studies in accounting have demonstrated the potential challenge to maintaining a professional appearance that the transition to motherhood presents, along with the implications this challenge presents to professional identity. But, the professional appearance standards within accounting are rooted in the profession's many client-facing roles (Haynes, 2008a). As such, it may be that the standards of presentation in accounting are different than in professions with fewer client-facing roles, such as in engineering or computer programming. The studies within this review have not compared the experiences of women based on their professions.

Concerning the relationship between maternal and professional identities, Alexander and Higgins (1993) have suggested that as the maternal identity develops, the salience of other roles decrease. Similarly, Katz-Wise et al. (2010) concluded that work salience decreases during the transition to motherhood. But, Derry (1994) has suggested that the addition of a second important identity (the maternal identity) may result in the

perception of the professional identity being less important. Haynes' (2008b) observation that maintaining professional opportunities minimised discontinuity for women in the transition suggests that when women's professional standing is unaffected by the transition, they may feel less disruption to their professional identities. Therefore, the literature is inconclusive concerning the development of professional identity over time.

Estimates of the duration of maternal identity development range from approximately two weeks (Zabielski, 1994), to four months (Mercer, 2004), to over nine months (Wright et al., 2000). Maternal Separation Anxiety is known to be high for all mothers from birth to seven weeks postpartum, with levels dropping at eight and 13.5 months postpartum (DeMeis, 1986). At the same time, Glass and Fodor (2011) have demonstrated that women's advancement potential may be judged based on the length of maternity leave taken. Yet, no studies have explored the influence of the length of maternity leave on either maternal or professional identity development. Given that nearly half (45%) of the studies comprising this review were conducted in the US, where maternity leaves are typically less than three months in duration, this is perhaps not surprising. But, in the UK, for example, where 15 of the studies originated, statutory maternity leave is one year (Crown, 2013), resulting in women taking different lengths of leave. Therefore, it might be expected that women taking shorter maternity leaves may experience the combination of working and becoming a mother differently than those taking longer leaves.

The literature highlights ways in which the organisation can negatively impact professional identity during the transition to motherhood through a lack of organisational work-life balance policies (Pas et al. 2011) and through negative comments from colleagues (Bailey, 1999; Haynes, 2008a) and superiors (Haynes, 2008b). Although the literature has identified planning and support (Houston and Marks, 2003) as facilitating women's returns to work, there seems to be little description of what organisations can do to positively influence professional identity changes during the transition to motherhood.

Overall, the literature comprising this review of maternal and professional identity changes during the transition to motherhood consists largely of research based in the US

and in the UK. Given the influence of societal factors on changes in maternal (Carrigan and Szmigin, 2006; Haynes, 2008b; Holloway et al., 2006; Shelton and Johnson, 2006) and professional identities (Haynes, 2008b), the experiences of women in other countries may differ from those presented within this review. At the same time, Haynes' (2013) study of women in the US and the UK, suggested that the accounting profession could influence gendered identity enactment more than the society.

In summary, the process and experience of maternal identity development has been described within the literature. While a relationship between maternal and professional identity changes has been suggested, there is little understanding of how these changes develop or how the professional identity changes. Therefore, the conclusion of this review is that further investigation concerning the development of professional identity and the relationship between maternal and professional identities during the transition to motherhood is warranted. The following section discusses the implications of these findings for continued research in this area.

## **6.1 Directions for Future Research**

The key findings identified in the preceding section have implications for further research into the development of professional identity and the relationship between maternal and professional identities.

Firstly, the process of professional identity change during the transition to motherhood remains unclear. Future research might, therefore, identify the stages and explore the outcomes of professional identity change, in conjunction with their influencing factors. Additionally, research might investigate the role of the profession in women's experiences of transition.

Secondly, the literature provides conflicting evidence concerning the relationship between maternal and professional identities. This relationship might be investigated by comparing maternal and professional identification during early pregnancy and after the return to work for women who are able to maintain their career status while working reduced hours, for example. In addition, since the evidence suggests that the duration of maternity leave could be important in the organisation's assessment of a woman's

career advancement potential, future research could compare the maternal and professional identity change of women taking different lengths of maternity leave.

Thirdly, few studies have focussed on the success stories of transition to motherhood in an organisational context. As such, further research might identify the organisational factors contributing to positive professional outcomes for returning mothers.

Finally, given the high concentration of studies originating within the US and the UK, future research could explore women's experiences of changes in maternal and professional identities within different countries.

The following section describes the implications of the findings and future research directions on my PhD topic.

## **6.2 Implications for my PhD**

This systematic review of the literature concerning changes in maternal and professional identities during the transition to motherhood has deepened my knowledge of the topic and has also made me aware of some of the possible ways in which I might be able to contribute to the field. Given the constraints of PhD research, I will not be able to pursue all of the possibilities I have identified in the preceding section. As such, I propose to address the following question:

*How do women experience changes in their professional identity, as they develop a maternal identity, during the transition to motherhood?*

In the process of answering this question, I hope to address the following points:

- What is the process of professional identity change?
- What are the outcomes of professional identity change?
- What is the relationship between maternal and professional identities?

## **6.3 Academic Contribution**

This is the first literature review to concurrently examine the evidence on maternal and professional identity change during the transition to motherhood. In summarising the extant literature on both topics, this review has also identified areas where further research is needed.



## **6.4 Practical Contribution**

Because of the interdisciplinary nature of this review, it offers practical information for both nursing professionals and organisations. Firstly, for those in the nursing profession, this review adds to the stages of Maternal Role Attainment (Rubin, 1967) or Becoming a Mother (Mercer, 2004), the period of introspection (Bailey, 1999; Smith, 1991; Smith, 1999a) and self-evaluation (Alexander and Higgins, 1993) that women experience during pregnancy. This knowledge may help nurses and midwives raise awareness in pregnant women about the stage and its potential impact on their postpartum experiences.

Secondly, this review has implications for Human Resource Managers in that it highlights the potential relationship between maternal and professional identities. Assumptions about returning mothers' having less career motivation (Pas et al., 2011) and less interest in professional advancement (King, 2008) are not supported by the data. Rather the entwinement of maternal and professional identities described by Haynes (2008b) and Ladge et al. (2012) suggests that the outcome of the transition to motherhood is somewhat unpredictable, but can be influenced by the organisation. Therefore, Human Resource Managers might consider how their current organisational practices support women's professional identification during the transition. Further, working with returning mothers to create individual career development plans, could encourage communication between returning mothers and their managers about career goals and opportunities within the organisation.

The following chapter summarises the key points of this review.



## **7 CONCLUSION**

This systematic examination of the literature concerning the changes taking place in maternal and professional identities has been based on 55 journal articles. These articles describe the process of maternal identity change in detail and explore the change within an organisational context. The process of professional identity change is only partially defined, although descriptions of the experience of change and its influencing factors have been reported. The evidence concerning changes in both identities has been summarised and illustrated within this review.

Potential areas for further research as well as academic and practical contributions were discussed. In addition, the following PhD review question was proposed: *How do women experience changes in their professional identity, as they develop a maternal identity, during the transition to motherhood?*

The next section discusses some of the limitations of this review.

### **7.1 Limitations of the Review**

One of the limitations of this review has been the subjectivity inherent in the selection of articles for inclusion. Although I have made every effort to be impartial in selecting articles and transparent in the process, my own biases have influenced the papers selected. Because I view identity as being socially constructed, I have included articles in this review that describe the influence of society and the organisation on identity. Someone with a different view of identity may have focussed more on the individual's thoughts and actions, with the result of different papers being selected.

A second limitation related to personal bias is in the way I have analysed and synthesised the findings. In particular, my interest in the external forces that help shape women's experiences has influenced the findings I've highlighted.

### **7.2 Personal Learning**

Conducting this systematic review of the literature has been invaluable to my development as, hopefully, a future academic. On a very basic level, the process has improved my skills in searching for literature by forcing me to familiarise myself with multiple databases and the Boolean search terms that accompany them. The result is

that I feel more confident in conducting a literature review. Regarding my PhD, the literature I have uncovered as a result of this process has helped me to identify potential areas of research. Reflecting back on the questions I had when I applied to Cranfield, while I have been able to answer some, I now feel able to ask the others more intelligently.

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## APPENDICES

### Appendix A List of Studies Included

1	Alexander and Higgins (1993)
2	Bailey (1999)
3	Barling and MacEwen (1991)
4	Barzilay (2012)
5	Bornstein et al. (2003)
6	Bridges and Orza (1996)
7	Carrigan and Szmigin (2006)
8	Corse (1990)
9	Dambrin and Lambert (2008)
10	DeMeis et al. (1986)
11	Derry (1994)
12	Deutsch et al. (1988)
13	Duxbury et al. (1992)
14	Fouquier (2011)
15	Gatrell (2013)
16	Glass and Fodor (2011)
17	Hall and Wittkowski (2006)
18	Halpert and Burg (1997)
19	Haynes (2008a)
20	Haynes (2008b)
21	Haynes (2012)
22	Holloway et al. (2006)
23	Hoobler (2007)
24	Houston and Marks (2003)
25	Johnston and Swanson (2006)
26	Kaitz (2007)
27	Katz-Wise et al. (2010)
28	Kiehl and White (2003)
29	Kim et al. (2011)
30	King (2008)
31	Knaak (2010)
32	Krieg (2007)
33	Ladge et al. (2012)
34	Liu and Buzzanell (2004)
35	McGannon et al. (2012)
36	Mercer (2004)
37	Millward (2006)
38	Ngai et al. (2011)
39	Odland (2010)
40	Pas et al. (2011)
41	Pickens (1982)

42	Rubin (1967)
43	Ruble et al. (1990)
44	Schober and Scott (2012)
45	Shelton and Johnson (2006)
46	Smith (1990)
47	Smith (1991)
48	Smith (1994)
49	Smith (1999a)
50	Smith (1999b)
51	Thomsen and Sørensen (2006)
52	Walker et al. (1986)
53	Wall (2001)
54	Wright et al. (2000)
55	Zabielske (1994)

## Appendix B Quality Assessment of Selected Papers

Study	C1	C2	C3	C4	C5	Qual1	Qual2	Qual3	Qual4	Qual5	Qual6	Quant1	Quant2	Quant3	Quant4	Quant5	Quant6	Quant7	Score
Alexander and Higgins (1993)												3	3	2	2	3	1	2	2.3
Bailey (1999)						2	3	2	2	3	0								2.0
Barling and MacEwen (1991)												2	3	3	2	3	2	1	2.3
Barzilay (2012)	3	3	2	1	2														2.2
Bornstein et al. (2003)												2	3	3	3	2	0	2	2.1
Bridges and Orza (1996)												1	3	3	2	3	0	2	2.0
Carrigan and Szmigin (2006)						1	2	3	2	3	3								2.3
Corse, Sara J. (1990)												3	3	3	3	3	3	2	2.9
Dambrin and Lambert (2008)						2	3	3	2	1	1								2.0
DeMeis et al. (1986)												2	3	3	3	3	0	2	2.3
Derry (1994)						2	2	3	2	3	0								2.0
Deutsch et al. (1988)												3	3	3	2	3	0	2	2.3
Duxbury et al. (1992)												3	3	2	2	3	0	2	2.1
Fouquier (2011)						2	3	2	2	3	1								2.2
Gatrell (2013)						3	3	3	3	2	2								2.7
Glass and Fodor (2011)						2	3	3	1	3	1								2.2
Hall and Wittkowski (2006)												1	2	3	2	3	3	2	2.3
Halpert and Burg (1997)						2	3	1	1	3	3								2.2
Haynes (2008a)						3	3	1	2	3	0								2.0
Haynes (2008b)						2	2	2	2	3	1								2.0
Haynes (2012)						3	3	3	1	3	0								2.2
Holloway et al. (2006)												2	3	3	3	3	3	2	2.7
Hoobler (2007)	2	3	3	1	2														2.2
Houston and Marks (2003)												2	3	3	3	3	2	2	2.6
Johnston and Swanson (2006)						2	3	3	2	3	0								2.2
Kaitz (2007)												2	3	3	3	3	2	2	2.6
Katz-Wise et al. (2010)												2	3	3	3	3	0	1	2.1
Kiehl and White (2003)												2	3	1	2	2	3	2	2.1
Kim et al. (2011)												3	3	3	2	3	0	1	2.1
King (2008)												3	3	3	3	3	2	2	2.7
Knaak (2010)						2	3	3	2	3	0								2.2
Krieg (2007)												2	2	3	2	3	0	2	2.0
Ladge et al. (2012)						3	3	3	3	3	3								3.0
Liu and Buzzanell (2004)						3	3	3	2	3	3								2.8
McGannon et al. (2012)						2	3	3	2	3	0								2.2
Mercer (2004)	2	3	2	3	2														2.4
Millward (2006)						3	3	3	3	3	3								3.0
Ngai et al. (2011)						2	3	2	2	2	3								2.3
Odland (2010)						1	3	3	3	3	0								2.2
Pas et al. (2011)												2	2	3	2	3	2	1	2.1
Pickens (1982)						2	3	3	2	3	0								2.2
Rubin (1967)						3	3	1	2	3	0								2.0
Ruble et al. (1990)												3	3	3	3	3	0	3	2.6
Schober and Scott (2012)												2	3	3	3	3	1	2	2.4
Shelton and Johnson (2006)						2	3	3	2	3	1								2.3
Smith (1990)						3	3	3	3	3	0								2.5
Smith (1991)						3	3	3	3	3	0								2.5
Smith (1994)						1	3	3	3	3	0								2.2
Smith (1999a)						2	3	3	3	3	0								2.3
Smith (1999b)						2	3	3	3	3	0								2.3
Thomsen and Sørensen (2006)						2	3	3	2	3	3								2.7
Walker et al. (1986)												2	3	3	2	3	0	1	2.0
Wall (2001)						2	3	3	1	3	0								2.0
Wright et al. (2000)												2	3	2	2	3	0	2	2.0
Zabielske (1994)												3	3	3	2	3	3	2	2.7

## Appendix C Definitions of Maternal Identity

Study	Maternal identity
Alexander and Higgins (1993)	"Parental role is a normative orientation that is activated after the birth of a child and is highly compelling. The sense of self as parent increases for men but especially for women from pregnancy to over a year after childbirth, whereas the salience of other roles such as marriage partner decreases" (p.1260)
Haynes (2008a)	"...‘motherhood involves both the capacity for biological reproduction and the exigency of social reproduction; it includes child bearing and childrearing’ (Woodward, 1997a, p. 240), suggesting its identity includes both biological and social dimensions" (p.627)
McGannon et al. (2012)	"...motherhood and athletic identities are viewed as the product of individual, social and cultural narratives which interact to create particular meanings concerning these cultural identities (McGannon & Mauws, 2000; Smith & Sparkes, 2009)" (p.821).
Mercer (2004)	"In the achievement of maternal identity, the mother has established intimate knowledge of her infant such that she feels competent and confident in her mothering activities and feels love for her infant; she has settled in. A new normal has been reached in her relationships and her family. The woman experiences a transformation of self in becoming a mother, as her self expands to incorporate a new identity and assume responsibility for her infant and her infant’s future world" (p.231).
Ngai et al. (2011)	"Maternal role competence refers to a woman’s assessment of her nurturing behaviours that promote the infant’s health (Rubin 1984, Mercer 1995)" (p.1482).
Odland (2010)	"The examination of maternal identity in Ladies’ Home Journal illustrates Hall (1994) and Butler’s (1997) argument that identity is a malleable construct, shaped by social and historical circumstance. " (p.79).
Walker et al. (1986)	"Maternal identity entails constructing a reciprocal relationship in which mothers establish both linkages and boundaries between themselves and their infants" (p.68)
Wright et al. (2000)	"The parental identity, related to the attachment of the adult to the baby, and the parents’ sense of competence will allow the analysis of the parental role attainment process (Walker et al., 1986)" (p.7).

## Appendix D The Process of Maternal Identity Change

Study	Pregnancy	Immediate Postpartum (0-7 weeks)	Postpartum (8+ weeks)
Rubin (1967)	Mimicry, Role Play, Fantasy, Introjection-Projection-Rejection, Role Identity, Grief Work		
Pickens (1982)		Reviewing, Projecting, Planning, Cost Accounting, Weighing, Assessing	
Deutsch et al. (1988)	Information-gathering		
Smith (1990)	More integrated self-concept; perception of closer links within her immediate social network		
Smith (1991)	3 mo. Shift inwards; imagining child/nicknaming; mimicking; looking to future; 6 mo. engagement with key others (partner, mother, sister); 9 mo. Focus outwards; roles of partner and mother more central		5 mo. Increased emphasis on autonomy
Smith (1994)			Looking back after birth, women may modify their accounts of pregnancy, constructing various self-enhancing narratives... (p.390).
Zabielske (1994)		62% of Full-term mothers attained maternal role 2 weeks after delivery. (Role identity described.)	
Bailey (1999)	Mothering identity; Bodily change; The working person; Practises of the Self; Relational Sense of Self; Experience of Space and Time		



<b>Study</b>	<b>Pregnancy</b>	<b>Immediate Postpartum (0-7 weeks)</b>	<b>Postpartum (8+ weeks)</b>
Smith (1999a)	3 mo. Adjustment/uncertainty; 6 mo. Changing self-perception; withdrawing from public world; closer with family; 9 mo. Attention outward; ambivalence about birth		5 mo. Transformation of priorities and life options
Smith (1999b)	Pregnancy is an opportunity to rehearse the role of mother; public events stimulate reflection and confirmation of developing maternal identity		
Wright et al. (2000)			Usually completed between 9 months and 1 year postpartum. 3-9 months postpartum is considered to be the intense process of parental role attainment (p.9)
Mercer (2004)	Commitment, attachment preparation	Birth-2 to 6 weeks: Acquaintance, learning and physical restoration	2-6 weeks to 4 mo. Moving to new normal; followed by achievement of maternal identity
Millward (2006)	Feelings of gradual invisibility as a valued employee	Acquisition of mother identity: dilemmas about going back to work	Efforts to re-validate oneself upon re-entry as valued employee and mother
Ladge et al. (2012)	Pregnancy triggers maternal and professional identity work; Influenced by personal and organisation context; Women produce images of possible selves; 3 reactions to changes: rejection, inaction/delaying, actualizing		

## Appendix E Definitions of Professional Identity

Study	Professional identity
Derry (1994)	"Professional employment is most often defined as employment requiring a high level of autonomy and skill; it is employment to which one is highly committed, which forms a part of the definition of self" (p.151).
Glass and Fodor (2011)	"The tendency to construct the ideal worker as unconstrained by family commitments is particularly strong within highly skilled professional jobs (Bailyn 1993)" (p.7).
Haynes (2008a)	"One of the central concepts of professionalism, within accounting, remains the presentation of the self in terms of appearance, modes of conduct and appropriate clothing (Anderson-Gough et al., 2002), where 'self-presentation can be viewed as development of a professional image and set of characteristic professional behaviours' (Coffey, 1993, p. 68)" (p.331).
Haynes (2008b)	"Accounting professionals, however, whether men or women, are also subjected to professional socialisation into the norms of professional identity work, which moulds the individual into the archetypal, desirable accountant, such that he or she possesses both the technical, behavioural and embodied attributes required (Coffey, 1993; Haynes, 2005)." (p.626).
Haynes (2012)	"The preceding sections have identified that concepts of professionalism in accounting and law are ephemeral, encapsulating dress and self-presentation, speech and manner, which might be termed professional demeanour, and which relate directly to the body" (p.501).

## Appendix F Data Extraction Sheets

Citation	
Title	Emotional trade-offs of becoming a parent: How social roles influence self-discrepancy effects
Author(s)	Alexander, Mary J.; Higgins, E. T.
Date	1993
Journal	Journal of Personality and Social Psychology
Study Background	
Research question	Why do some people suffer from becoming a parent, whereas others do not?

Subject	Experience of transition
Conceptual/Qualitative/Quantitative	Quantitative
Ontology	Realism
Epistemology	Positivism
Identity	
Theoretical foundation	Self-discrepancy theory (Higgins, 1987, 1989)
Country	US
<b>Methodology</b>	
Unit of Analysis	Paired individuals
Sample size	58
Subjects studied	Mothers and fathers
Organisational level	N/A
Work experience	
First-time or subsequent mother/parent	First-time
Ethnicity	White
Relationship status	partnered
Length of study	Longitudinal
Pregnancy: type of contact & timing	1.7 months before birth: questionnaires
Early postpartum: type of contact & timing	none
Postpartum: type of contact & timing	4.8 months after birth: questionnaires
Non-pregnancy: type of contact and timing	
Data Collection Method	Questionnaire
Length of maternity leave	unknown
How was data analysed?	hierarchical multiple regressions
<b>Evidential Contribution</b>	
Maternal identity change?	<p>Events such as becoming a parent can influence the likelihood that discrepancies to self-guides will be activated, the emotional consequences depending on the magnitude and type of self-discrepancy that is activated or inhibited by the situation</p> <p>Individuals who possess actual-ought discrepancies before birth experience a decrease in agitation-related distress after becoming a parent. Individuals who possess actual-ideal discrepancies before birth experience an increase in dejection-related distress after becoming a parent (p. 1264).</p> <p>child ease or difficulty and length of marriage, together with the magnitude of discrepancy between people's actual-self and either their ideal (own) self or their ought (spouse) self can predict whether individuals will experience increases or decreases in dejection or agitation after becoming a parent (p.1268)</p>
Professional identity change?	
Relationship between maternal and professional identity	
<b>Synthesis</b>	

Key contribution(s) to review question	A woman's perception of herself in comparison to her own expectations and the expectations of significant others may predict whether she experiences dejection or agitation after childbirth.
Limitations	small, homogeneous sample
Recommendations for future research	Consider emotional vulnerability in terms of self-discrepancies and their activation
Practical application	Incorporating new parental aspirations into their ideal self-guides could reduce the vulnerability of those persons most at risk of suffering after becoming a parent.
Summary	Becoming a parent can interfere with attaining the goals and aspirations that individuals had before becoming a parent. This can produce dejection-related suffering in persons who possess actual-ideal (own) discrepancies. This is especially true for those married a long time before parenthood, which does not allow them to anticipate and prepare sufficiently for becoming a parent.
Notes	

<b>Citation</b>	
Title	Refracted Selves? A Study of Changes in Self-Identity in the Transition to Motherhood
Author(s)	Bailey
Date	1999
Journal	Sociology
<b>Study Background</b>	
Research question	A critical examination of Giddens and Beck's self-identity
Subject	Effect of transition on identity
Conceptual/Qualitative/Quantitative	Qualitative
Ontology	Nominalism
Epistemology	Social Constructionism
Identity	Critical/contextual: postmodernism
Theoretical foundation	Critique of Late-modernism (Giddens & Beck); alignment with postmodernism (Bauman)
Country	UK
<b>Methodology</b>	
Unit of Analysis	Individual
Sample size	30
Subjects studied	Working mothers
Organisational level	Both professional and non-professional
Work experience	e.g. teachers, researchers, medical workers and managers (p.337)
First-time or subsequent mother/parent	First-time
Ethnicity	White
Relationship status	29 partnered; 1 single
Length of study	Cross-sectional
Pregnancy: type of contact & timing	Semi-structured interviews 3rd trimester
Early postpartum: type of contact & timing	none

Postpartum: type of contact & timing	none
Non-pregnancy: type of contact and timing	
Data Collection Method	Interview
Length of maternity leave	unknown
How was data analysed?	Discourse analysis
<b>Evidential Contribution</b>	
Maternal identity change?	<p>Increased sense of self-worth p.339 -- progress, not just change; pregnancy as a period of introspection, offering the opportunity for change p.340.</p> <p>Body no longer serves as a physical marker of individuality (poked/prodded/invaded) p.341. Bodily space given to them made them feel special p.341. Body having a purpose is liberating p.341. Engaged in practises of the self, including activities in which they had excelled previously in preparing for the new role p. 343.</p>
Professional identity change?	<p>Pregnancy as a period of slowing down and maternity leave as an oasis p.345. Pregnancy offered the opportunity to escape from an unsatisfactory career or to rejuvenate working life p.349.</p> <p>At the same time, coworkers commented that they would be different upon return to work p.346.</p>
Relationship between maternal and professional identity	Pregnancy as potential challenge to working identity p.342. Forced to abandon surrogate male working identity p.342. Continuity between mothering self and working self p.342.
<b>Synthesis</b>	
Key contribution(s) to review question	Women were not necessarily changed by pregnancy but, deepened p.346. At the same time, coworkers commented that they would be different upon return to work p.346. Pregnancy provided an opportunity to change for those who wanted it p.348.
Limitations	
Recommendations for future research	Do other life events (e.g. divorce, retirement) allow the subject to be "excused" from life narrative p.351? How does gendered identity change over the life course?
Practical application	
Summary	Six dimensions of an altered sense of self are identified, but there is no change in identity per se. Rather, pregnancy offers the opportunity to change if one seeks it. Otherwise, the sense of self is deepened.
Notes	

<b>Citation</b>	
Title	Maternal employment experiences , attention problems and behavioral performance : A mediational model
Author(s)	Barling and Karyl
Date	1991
Journal	Journal of Organizational Behavior
<b>Study Background</b>	
Research question	How does interrole conflict impact employed mothers' abilities to perform a proofreading task?
Subject	Interrole conflict

Conceptual/Qualitative/Quantitative	Quantitative
Ontology	Realism
Epistemology	Positivism
Identity	
Theoretical foundation	Interrole conflict
Country	Canada
<b>Methodology</b>	
Unit of Analysis	Individual
Sample size	53
Subjects studied	Working mothers
Organisational level	Non-professional
Work experience	secretaries or library staff
First-time or subsequent mother/parent	Mixed
Ethnicity	Not specified
Relationship status	partnered
Length of study	Cross-sectional
Pregnancy: type of contact & timing	N/A
Early postpartum: type of contact & timing	N/A
Postpartum: type of contact & timing	N/A
Non-pregnancy: type of contact and timing	Questionnaire
Data Collection Method	Questionnaire
Length of maternity leave	N/A
How was data analysed?	LISREL
<b>Evidential Contribution</b>	
Maternal identity change?	Interrole conflict was associated with poor performance on a proof reading task
Professional identity change?	
Relationship between maternal and professional identity	
<b>Synthesis</b>	
Key contribution(s) to review question	Conflict between the two roles may result in decreased work performance on certain tasks.
Limitations	Sample size; Librarians & Secretaries; one task (proof reading); cross-sectional
Recommendations for future research	Study maternal employment experiences rather than status; how can interrole conflict be minimised?
Practical application	alter employment demands so that they mesh more easily with family responsibilities, to provide child care facilities satisfactory to mothers, to permit more flexible work schedules, and to encourage men to be more active in their families.
Summary	Interrole conflict may negatively impact work performance. Work satisfaction and commitment are not related to work performance.
Notes	

<b>Citation</b>	
Title	Labor Regulation as Family Regulation: Decent Work and Decent Families
Author(s)	Barzilay, Arianne Renan
Date	2012
Journal	Berkeley Journal of Employment and Labor Law
<b>Study Background</b>	
Research question	Regulating the family has been a longstanding goal of labor regulation
Subject	Legislation
Conceptual/Qualitative/Quantitative	Qualitative
Ontology	Nominalism
Epistemology	Social Constructionism
Identity	
Theoretical foundation	Legal review
Country	US
<b>Methodology</b>	
Unit of Analysis	Item
Sample size	
Subjects studied	Legislation
Organisational level	Text
Work experience	
First-time or subsequent mother/parent	
Ethnicity	N/A
Relationship status	
Length of study	Text
Pregnancy: type of contact & timing	
Early postpartum: type of contact & timing	
Postpartum: type of contact & timing	
Non-pregnancy: type of contact and timing	x
Data Collection Method	Secondary source
Length of maternity leave	
How was data analysed?	
<b>Evidential Contribution</b>	
Maternal identity change?	
Professional identity change?	
Relationship between maternal and professional identity	Maternal and professional identity enactment may be influenced by State regulations
<b>Synthesis</b>	
Key contribution(s) to review question	Maternal and professional identity enactment may be influenced by State regulations
Limitations	

Recommendations for future research	
Practical application	Recognition of parental (not just maternal) responsibilities will make it easier for men and women to take active parts in family and labor market
Summary	Through deciding on wages and hours of work, labor regulation inscribed the husband-breadwinner wife-homemaker model into law. Federal labor regulation knowingly, albeit indirectly, intervened in the marital relationship to decide who would be "doing the dishes." (p.151)
Notes	

<b>Citation</b>	
Title	Contributors to self-perceived competence, satisfaction, investment, and role balance in maternal parenting: A multivariate ecological analysis
Author(s)	Bornstein, Marc H.; Hendricks, Charlene; Hahn, Chun-Shin; Haynes, O. M.; Painter, Kathleen M.; Tamis-LeMonda, Catherine
Date	2003
Journal	Parenting: Science and Practice
<b>Study Background</b>	
Research question	This study employed an ecological framework to examine the roles of multiple contributors to variations in key maternal perceptions of their own parenting.
Subject	Perception of maternal ability
Conceptual/Qualitative/Quantitative	Quantitative
Ontology	Realism
Epistemology	Positivism
Identity	
Theoretical foundation	Family systems theory
Country	US
<b>Methodology</b>	
Unit of Analysis	Individual
Sample size	234
Subjects studied	Mothers and working mothers
Organisational level	Not specified
Work experience	Part-time, full-time and unemployed
First-time or subsequent mother/parent	First-time
Ethnicity	White
Relationship status	214 partnered; 20 unpartnered
Length of study	Cross-sectional
Pregnancy: type of contact & timing	N/A
Early postpartum: type of contact & timing	N/A
Postpartum: type of contact & timing	Multivariate data collected in four waves: pre-visit questionnaire, child observation; sociodemographic data collected, mother's intelligence & child's language ability tested; questionnaire following visit; interview on child's social competence



Non-pregnancy: type of contact and timing	
Data Collection Method	Observation; questionnaire
Length of maternity leave	N/A
How was data analysed?	regression
<b>Evidential Contribution</b>	
Maternal identity change?	Mothers who worked fewer hours, who reported more community support, who were more open in their personality, and who possessed greater knowledge of parenting reported a greater self-perception of investment in parenting p. 309
	Mothers whose children displayed more sociability and who reported less dissonance in their husbands' didactic interactions with their child reported a greater perception of role balance in their parenting.(p.309)
Professional identity change?	working fewer hours is associated with greater self-perception of investment in parenting
Relationship between maternal and professional identity	
<b>Synthesis</b>	
Key contribution(s) to review question	working fewer hours is associated with greater self-perception of investment in parenting; mothers' assessments of role-balance were related to child sociability and less dissonance with husbands' parenting interactions with child
Limitations	Limited sample; cross-sectional design
Recommendations for future research	
Practical application	
Summary	
Notes	

<b>Citation</b>	
Title	Black and White employed mothers' role experiences
Author(s)	Bridges, Judith S.; Orza, Ann Marie
Date	1996
Journal	Sex Roles
<b>Study Background</b>	
Research question	What are the commonalities and differences in Black and White women's multiple role experiences?
Subject	Diversity and the transition
Conceptual/Qualitative/Quantitative	Quantitative
Ontology	Internal Realism
Epistemology	Positivism
Identity	
Theoretical foundation	
Country	US
<b>Methodology</b>	
Unit of Analysis	Individual
Sample size	105
Subjects studied	Mothers and working mothers

Organisational level	Both professional and non-professional
Work experience	e.g. college administrator, teacher, secretary, etc.
First-time or subsequent mother/parent	Mixed
Ethnicity	Black and White
Relationship status	mixed
Length of study	Cross-sectional
Pregnancy: type of contact & timing	N/A
Early postpartum: type of contact & timing	N/A
Postpartum: type of contact & timing	N/A
Non-pregnancy: type of contact and timing	questionnaire
Data Collection Method	Questionnaire
Length of maternity leave	N/A
How was data analysed?	Factor Analysis, ANOVA
<b>Evidential Contribution</b>	
Maternal identity change?	
Professional identity change?	
Relationship between maternal and professional identity	
<b>Synthesis</b>	
Key contribution(s) to review question	Black and white women's experiences of combining work and mothering don't appear to differ greatly when they are middle class and working in comparable jobs.
Limitations	
Recommendations for future research	Interrelationships among wife's employment identity and husband's and wife's marital outcomes. Further research on role outcomes that women of color and not middle class consider important
Practical application	
Summary	Black and white women reported similar levels of personal costs, personal rewards, marital benefits, insufficient time for husband and emotional reactions to separation from their children.
Notes	

<b>Citation</b>	
Title	"Mothers of invention": maternal empowerment and convenience consumption
Author(s)	Carrigan, Szmigin
Date	2006
Journal	European Journal of Marketing
<b>Study Background</b>	
Research question	how the complex relationship between consumption and production evolves as women enact their roles as mothers, and reconstruct their self-identity through their use or avoidance of convenience products
Subject	Relationship between consumption and maternal identity

Conceptual/Qualitative/Quantitative	Qualitative
Ontology	Relativism
Epistemology	Social Constructionism
Identity	
Theoretical foundation	
Country	UK
<b>Methodology</b>	
Unit of Analysis	Individual
Sample size	6
Subjects studied	Mothers and working mothers
Organisational level	Not specified
Work experience	Part-time, full-time and unemployed
First-time or subsequent mother/parent	Mixed
Ethnicity	White
Relationship status	partnered
Length of study	Series of interviews
Pregnancy: type of contact & timing	none
Early postpartum: type of contact & timing	none
Postpartum: type of contact & timing	
Non-pregnancy: type of contact and timing	(children of all ages) series of semi-structured interviews
Data Collection Method	Interview
Length of maternity leave	N/A
How was data analysed?	hermeneutic process
<b>Evidential Contribution</b>	
Maternal identity change?	It was evident that convenience products are pragmatically chosen to ease conflicts they face in their mothering role (p.1135). By choosing convenience products and rejecting the traditional role of the “good mother”, the “mother of invention” assumes control over her own mothering experience, as well as her value as a mother to others. (p.1137)
	Societal role of "good mother"
Professional identity change?	
Relationship between maternal and professional identity	
<b>Synthesis</b>	
Key contribution(s) to review question	These UK mothers proudly purchased convenience products and saw them as a way to ensure that their families were taken care of
Limitations	
Recommendations for future research	Speak to different mothers (single, different ethnicities & cultures)
Practical application	Manufacturers of convenience products could address concerns with quality and sustainability to encourage consumption

Summary	what this study reveals is that embracing convenience consumption has empowered these “mothers of invention” to instrumental and emotional autonomy through their rejection of the unnecessary drudgery that can be symptomatic of traditional constructions of motherhood
Notes	

<b>Citation</b>	
Title	Pregnant Managers and Their Subordinates: The Effects of Gender Expectations on Hierarchical Relationships
Author(s)	Corse, Sara J.
Date	1990
Journal	Journal of Applied Behavioral Science
<b>Study Background</b>	
Research question	How subordinates interact with and perceive a pregnant manager in a simulated work situation
Subject	Transition within organisation
Conceptual/Qualitative/Quantitative	Quantitative
Ontology	Internal Realism
Epistemology	Positivism
Identity	
Theoretical foundation	Stereotyping
Country	US
<b>Methodology</b>	
Unit of Analysis	Paired individuals
Sample size	81
Subjects studied	Male and female MBA students
Organisational level	Not specified
Work experience	
First-time or subsequent mother/parent	
Ethnicity	>80% White
Relationship status	68 unpartnered; 13 partnered
Length of study	Cross-sectional
Pregnancy: type of contact & timing	N/A
Early postpartum: type of contact & timing	N/A
Postpartum: type of contact & timing	N/A
Non-pregnancy: type of contact and timing	2 interactive role plays: one with pregnant manager and one with nonpregnant manager; followed by a questionnaire
Data Collection Method	Questionnaire
Length of maternity leave	N/A
How was data analysed?	Cluster Analysis, Behavior Coding Scheme, repeated measures ANOVA
<b>Evidential Contribution</b>	
Maternal identity change?	
Professional identity change?	Even though she may not have changed her managerial behavior after she became pregnant, others may react to her differently (p.40).

Relationship between maternal and professional identity	Participants had more negative impressions of the pregnant manager than of the manager who was not pregnant. The participants reported lower overall satisfaction with their interactions with the pregnant manager than with the manager who was not pregnant (p.37). Most social comments were directed toward the pregnant manager than toward the nonpregnant manager (p.38).
<b>Synthesis</b>	
Key contribution(s) to review question	The subordinates studied tended to have more negative impressions of the pregnant manager and of their interactions with her than they did of the manager who was not pregnant. They were less satisfied with their role play experiences with the pregnant manager, and at the same time they directed more social comments toward her (p.38).
Limitations	Laboratory design: relationships with manager/subordinates and organisational context excluded
Recommendations for future research	Field research: organisation context, relationship history, group dynamics, future consequences for behavior and interactions between manager and subordinates. Longitudinal study. Manager's experience of pregnancy and work.
Practical application	Subordinates may act in ways to undermine her authority. Supervisors should convey ongoing support and authorization of the manager.
Summary	
Notes	

<b>Citation</b>	
Title	Mothering or auditing? The case of two Big Four in France
Author(s)	Dambrin,Claire;Lambert,Caroline
Date	2008
Journal	Accounting, Auditing & Accountability Journal
<b>Study Background</b>	
Research question	What are the mechanisms, the “micro processes” mentioned previously, which make motherhood a driver of the glass ceiling
Subject	Transition within organisation
Conceptual/Qualitative/Quantitative	Qualitative
Ontology	Relativism
Epistemology	Social Constructionism
Identity	
Theoretical foundation	
Country	France
<b>Methodology</b>	
Unit of Analysis	Organisation & individual
Sample size	24
Subjects studied	Working men and women
Organisational level	Professional
Work experience	Auditors
First-time or subsequent mother/parent	Mixed
Ethnicity	Not specified
Relationship status	unknown
Length of study	Cross-sectional

Pregnancy: type of contact & timing	N/A
Early postpartum: type of contact & timing	N/A
Postpartum: type of contact & timing	N/A
Non-pregnancy: type of contact and timing	interviews with male and female auditors at 2 Big Four Accounting firms
Data Collection Method	Interview
Length of maternity leave	N/A
How was data analysed?	Template analysis
<b>Evidential Contribution</b>	
Maternal identity change?	
Professional identity change?	Firstly, it appears that the audit firms sanction both the pregnancy and the motherhood through specific organisational practices (3.1). In reaction to or anticipation of the difficulties they will face, women deploy tactics to adapt both their individual and teamwork and their private life to their new constraints (3.2). However, managing this dilemma proves difficult in the long-term, which leads to individual trajectories likely to maintain women's relative scarcity in the highest levels of audit firms (3.3) (p.488).
Relationship between maternal and professional identity	Before even being faced with the glass ceiling, women auditors leave firms because they anticipate the impossible task of managing correctly the dilemma between professional life and family life, which is either occurring or soon to occur in their cases (p.492).
<b>Synthesis</b>	
Key contribution(s) to review question	our study corroborates research that shows that motherhood is synonymous with halting career progression in accounting firms (Hantrais, 1995; Windsor and Auyeung, 2006) and inserts such research into a wider perspective of organisational research that focuses on the difficulties of cumulating professional life and family life serenely (p.500)
Limitations	
Recommendations for future research	
Practical application	the organisation could give employees leadership opportunities outside of the 30-35 year old age range; the company could give the client part-time access to the auditor (as if the auditor with another client part-time)
Summary	
Notes	

<b>Citation</b>	
Title	The balance of employment and motherhood: Longitudinal study of mothers' feelings about separation from their first-born infants
Author(s)	DeMeis, Debra K.; Hock, Ellen; McBride, Susan L.
Date	1986
Journal	Developmental Psychology
<b>Study Background</b>	
Research question	How does employment preference affect the development of maternal separation anxiety in a sample of older, well-educated mothers?

Subject	Maternal identity development
Conceptual/Qualitative/Quantitative	Quantitative
Ontology	Realism
Epistemology	Positivism
Identity	
Theoretical foundation	
Country	US
<b>Methodology</b>	
Unit of Analysis	Individual
Sample size	62
Subjects studied	Mothers and working mothers
Organisational level	Not specified
Work experience	
First-time or subsequent mother/parent	
Ethnicity	White
Relationship status	
Length of study	Longitudinal
Pregnancy: type of contact & timing	2 days: Maternal Separation Anxiety Scale, Career Saliency Questionnaire
Early postpartum: type of contact & timing	7 weeks: Maternal Separation Anxiety Scale
Postpartum: type of contact & timing	8 months: Maternal Separation Anxiety Scale and 13.5 months: Maternal Separation Anxiety Scale, work history questionnaire and reasons for employment
Non-pregnancy: type of contact and timing	
Data Collection Method	Questionnaire
Length of maternity leave	unknown
How was data analysed?	Principal component analysis; repeated measures ANOVAs
<b>Evidential Contribution</b>	
Maternal identity change?	Maternal separation anxiety is high for both home- and employed-preference mothers at 2 days and 7 weeks. But, at 8 & 13.5 months it declines -- more so for employed-preference mothers than home-based.
Professional identity change?	
Relationship between maternal and professional identity	Working doesn't effect separation anxiety, but preference for working or staying at home does.
<b>Synthesis</b>	
Key contribution(s) to review question	Mothers who prefer to work experience the similar levels of separation anxiety at first, but this decreases (to a greater extent than those who prefer to be at home) with time.
Limitations	
Recommendations for future research	
Practical application	
Summary	Employment-preference mothers' anxiety about separation declined earlier and to a greater extent.
Notes	

<b>Citation</b>	
Title	Motherhood and the importance of professional identity to psychotherapists
Author(s)	Derry, Paula S.
Date	1994
Journal	Women & Therapy
<b>Study Background</b>	
Research question	Does being a mother influence how psychotherapists feel about their professional identity?
Subject	Relationship of maternal and professional identities
Conceptual/Qualitative/Quantitative	Qualitative
Ontology	
Epistemology	Social Constructionism
Identity	
Theoretical foundation	
Country	US
<b>Methodology</b>	
Unit of Analysis	Individual
Sample size	25
Subjects studied	Working mothers
Organisational level	Professional
Work experience	Psychotherapists
First-time or subsequent mother/parent	Mixed
Ethnicity	White
Relationship status	partnered
Length of study	Cross-sectional
Pregnancy: type of contact & timing	N/A
Early postpartum: type of contact & timing	N/A
Postpartum: type of contact & timing	N/A
Non-pregnancy: type of contact and timing	Interview
Data Collection Method	Interview
Length of maternity leave	N/A
How was data analysed?	Thematic analysis
<b>Evidential Contribution</b>	
Maternal identity change?	
Professional identity change?	Simply by virtue of being one of two priorities, rather than one's only priority, professional life could feel subjectively less central or important (p.156). Professional life did not have to come first when choices were made (p.157).
Relationship between maternal and professional identity	Maternity can facilitate the development or expression of personal qualities inconsistent with clinical distance and repose (p.159)
<b>Synthesis</b>	



Key contribution(s) to review question	When personal life gains greater importance and validity, the overall balance between professional and personal identities can shift (p.160).
Limitations	Sample and cross-sectional
Recommendations for future research	
Practical application	
Summary	
Notes	

<b>Citation</b>	
Title	Information-seeking and maternal self-definition during the transition to motherhood
Author(s)	Deutsch et al.
Date	1988
Journal	Journal of Personality and Social Psychology
<b>Study Background</b>	
Research question	Does information-seeking about motherhood begin as soon as women enter the transition period of pregnancy, implying anticipation and construction, or do women wait until there is a direct need to cope? Does the type of information sought reflect an active interest?
Subject	Maternal identity development
Conceptual/Qualitative/Quantitative	Quantitative
Ontology	Realism
Epistemology	Positivism
Identity	individual constructivism; Self-socialization
Theoretical foundation	Individuals actively construct their identities (Ruble, 1987)
Country	US & Canada
<b>Methodology</b>	
Unit of Analysis	Individual
Sample size	600
Subjects studied	Women who planned to have children, mothers and working mothers
Organisational level	Not specified
Work experience	Part-time, full-time and unemployed
First-time or subsequent mother/parent	First-time
Ethnicity	Multiple
Relationship status	partnered
Length of study	Cross-sectional
Pregnancy: type of contact & timing	Questionnaires to 2 yrs. prepregnant; 1st, 2nd & 3rd trimester
Early postpartum: type of contact & timing	Questionnaires at 1 month postpartum
Postpartum: type of contact & timing	Questionnaires at 3 months postpartum
Non-pregnancy: type of contact and timing	
Data Collection Method	Questionnaire
Length of maternity leave	unknown

How was data analysed?	Regression
<b>Evidential Contribution</b>	
Maternal identity change?	<p>Pregnant women enter into a phase of information-seeking as they seek to define themselves as mothers.</p> <p>Information-seeking has maximum impact on a woman's self-definition as a mother during pregnancy, particularly relative to postpartum (p. 427). The more positive a woman's relationship with her mother during pregnancy, the more she reported possessing the characteristics necessary for mothering and the more self-confidence she felt in herself as a mother. The more positive her general level of self-esteem, the more positive were her feelings and perceptions of herself as mother in all three phases (p. 427). The primary determinants of self-definition after birth shift from indirect sources of information to more direct, personal experiences with child care (p. 428). Information received may affect construction of a maternal self-definition even at times when information-seeking is neither particularly high nor particularly active for most women (prepregnancy) (p.429).</p>
Professional identity change?	
Relationship between maternal and professional identity	
<b>Synthesis</b>	
Key contribution(s) to review question	The mechanisms of self-socialization vary as a function of timing. In anticipation of a life transition, information gained about the new role may alter self-concept because of cognitive restructuring of information about the self. However, in the midst of the transition, the direct self-perception of performance in a new role seems to be a more compelling mediator of self-concept change (p.429). The nature and impact of the information-seeking that occurs during life transitions may be of long-lasting significance (p.430).
Limitations	Information-seeking behaviour may differ for other types of women; cross-sectional design; becoming a mother differs from other life transitions, limiting ability to generalise to them
Recommendations for future research	Longitudinal study
Practical application	
Summary	Consistent with the self-socialization perspective, information-seeking plays an important role in women's developing self-conceptions during the transition to motherhood.
Notes	

<b>Citation</b>	
Title	After-Hours Telecommuting and Work-Family Conflict: A Comparative Analysis
Author(s)	Duxbury,Linda Elizabeth;Higgins,Christopher Alan;Mills,Shirley
Date	1992
Journal	Information Systems Research
<b>Study Background</b>	

Research question	how after-hours telecommuting affects an individual's ability to balance work and family demands (measured as role overload, spillover of interference from work to family and spillover of interference from family to work). It also examined the impact of gender and maternal career employment on these relationships.
Subject	Interrole conflict
Conceptual/Qualitative/Quantitative	Quantitative
Ontology	Realism
Epistemology	Positivism
Identity	
Theoretical foundation	Work-family conflict
Country	Canada
<b>Methodology</b>	
Unit of Analysis	Paired individuals
Sample size	504
Subjects studied	Mothers and fathers (at least one partner working)
Organisational level	Not specified
Work experience	No after-hours telecommuting; one or both partners after-hours telecommuting
First-time or subsequent mother/parent	Mixed
Ethnicity	Not specified
Relationship status	partnered
Length of study	Cross-sectional
Pregnancy: type of contact & timing	N/A
Early postpartum: type of contact & timing	N/A
Postpartum: type of contact & timing	N/A
Non-pregnancy: type of contact and timing	Questionnaire
Data Collection Method	Questionnaire
Length of maternity leave	N/A
How was data analysed?	MANCOVAs
<b>Evidential Contribution</b>	
Maternal identity change?	Career mothers and fathers who performed After Hours Telecommuting experienced significantly more role overload and spillover of interference from work to family (and hence, greater work-family conflict) than did career mothers and fathers who did not use this work arrangement. (p.184) The increased levels of role overload experienced by dual-career women who perform AHT may be attributed to the fact that women seem to be able to add the role of wage earner but often have considerable difficulty dropping the roles of wife and mother (Terborg 1985).(p.185) Women with computers at home spend more time with their children and work the same number of hours as their male counterparts. This leaves them little time for themselves.(p. 185)
Professional identity change?	
Relationship between maternal and professional identity	

<b>Synthesis</b>	
Key contribution(s) to review question	Women who use After Hours Telecommuting experience significantly more role overload than do all other groups considered in this study. They also report significantly more spillover of interference from work to family than do dual-career women who do not use this work arrangement. The time data offer one possible explanation for these findings. AHT is associated with increased work demands for women with no concomitant decrease in family role responsibilities. Socio-cultural expectations make it difficult for women to ignore family responsibilities, perhaps because their work and family roles are simultaneous. The data suggest that these difficulties are not reduced when work is done in the home. (p.188)
Limitations	Computers are now in practically every professional's home, potentially impacting the way we interact with them.
Recommendations for future research	Future research should identify objective ways of measuring the use of After Hours Telecommuting and time spent in various activities. Additional studies should also examine whether there is a meaningful conceptual difference between working at home and working at home on a computer.
Practical application	
Summary	Employees who take their work home with them work longer hours than do those that do not work from home, which is correlated to work-to-family conflict and role strain.
Notes	

<b>Citation</b>	
Title	The concept of motherhood among three generations of African American women
Author(s)	Fouquier, Katherine Ferrell
Date	2011
Journal	Journal of Nursing Scholarship
<b>Study Background</b>	
Research question	How do African-American women experience the transition to motherhood
Subject	Diversity and the transition
Conceptual/Qualitative/Quantitative	Qualitative
Ontology	Nominalism
Epistemology	Social Constructionism
Identity	
Theoretical foundation	Maternal role attainment
Country	US
<b>Methodology</b>	
Unit of Analysis	Individual
Sample size	18
Subjects studied	Mothers and working mothers
Organisational level	Not specified
Work experience	Retired, full-time and stay-at-home
First-time or subsequent mother/parent	Mixed
Ethnicity	Black

Relationship status	14 partnered; 4 single
Length of study	Cross-sectional
Pregnancy: type of contact & timing	N/A
Early postpartum: type of contact & timing	N/A
Postpartum: type of contact & timing	N/A
Non-pregnancy: type of contact and timing	Open-ended and semi-structured interview
Data Collection Method	Interview
Length of maternity leave	N/A
How was data analysed?	hermeneutic process
<b>Evidential Contribution</b>	
Maternal identity change?	There were admissions that motherhood was hard, several felt unappreciated, and others admitted to losing their identities (p.149). As these women transitioned to the maternal role, they found their expectations of childbirth and motherhood were often quite different from reality.(p.148)
	Media, racism
Professional identity change?	
Relationship between maternal and professional identity	
<b>Synthesis</b>	
Key contribution(s) to review question	Black women's experiences of the transition to motherhood are not that different from white women's, but the issue of racism and stereotyping does potentially present additional challenges for them
Limitations	small South-eastern US-based sample
Recommendations for future research	
Practical application	adds to our understanding of the theory of becoming a mother and incorporates how African American women experience the maternal role with respect to the cultural, historical, political, and economic constraints that affect their daily lives. The results of this study provide a positive description of African American motherhood with data that can be utilized in nursing education, practice, and research.
Summary	The author found similarities between black women's experiences and Mercer and Rubin's descriptions of the transition to motherhood. The study also indicated that racism and the media influenced black women's constructions of motherhood
Notes	

<b>Citation</b>	
Title	Maternal body work: How women managers and professionals negotiate pregnancy and new motherhood at work
Author(s)	Gatrell,Caroline J.
Date	2013

Journal	Human Relations
<b>Study Background</b>	
Research question	How is being pregnant and/or newly maternal at work experienced, perceived and managed by professionally and/or managerially employed women?
Subject	Transition within organisation
Conceptual/Qualitative/Quantitative	Qualitative
Ontology	Relativism
Epistemology	Social Constructionism
Identity	
Theoretical foundation	Body work
Country	UK
<b>Methodology</b>	
Unit of Analysis	Individual
Sample size	27
Subjects studied	Working mothers
Organisational level	Both professional and non-professional
Work experience	e.g. higher education, management, nursing, medicine, etc.
First-time or subsequent mother/parent	Mixed
Ethnicity	Multiple
Relationship status	partnered
Length of study	Cross-sectional
Pregnancy: type of contact & timing	Some women were interviewed while pregnant
Early postpartum: type of contact & timing	N/A
Postpartum: type of contact & timing	Some women were interviewed postpartum
Non-pregnancy: type of contact and timing	
Data Collection Method	Interview
Length of maternity leave	N/A
How was data analysed?	Interpretive approach
<b>Evidential Contribution</b>	
Maternal identity change?	
Professional identity change?	All engaged in varied but intensive maternal body work as they sought to meet both professional and maternal requirements. Not one person reported receiving any formal support from her organization regarding the return from maternity leave but, as academic Jane described 'everything is down to you: you manage it' (p.631). most of these women found their organizational position was to some extent unfavourably 'revised' during pregnancy and maternity leave (p.636).
Relationship between maternal and professional identity	In 22 cases, mothers appeared torn between prioritizing the body work of good mothering according to health narratives, and a desire to conform to the norms of professional comportment at work (with which pregnancy and lactation sit uncomfortably, Haynes, 2008a, b; Gatrell, 2011a, b). (p.632).
<b>Synthesis</b>	

Key contribution(s) to review question	
Limitations	
Recommendations for future research	what resources would be most effective in enhancing maternal ability to resist marginalization
Practical application	One such enhancement could involve the expansion of internet support, given how many pregnant women/new mothers already draw upon the internet for advice (Lagan et al., 2006). Another could be the introduction, within more organizations, of maternity coaching, which is shown to assist mothers in maintaining workplace status following maternity leave (Bussell, 2008)
Summary	These five mothers all had at least one child and desired to ‘take control’ of a situation which they had found unsatisfactory the first time around. They resisted being marginalized, associated with lowered work-orientation, and excluded from sites of decision making using two strategies. First, they set a value on their own skills and accumulated specialist knowledge which they knew would be esteemed by employers. Second, each blended the borders between the maternal body work of reproduction and paid work by inviting colleagues into their homes and re-focusing their jobs, enabling them to maintain greater ‘control’ regarding their workplace position (p.640).
Notes	

<b>Citation</b>	
Title	Public maternalism goes to market: Recruitment, hiring, and promotion in postsocialist Hungary
Author(s)	Glass,Christy;Fodor, E.
Date	2011
Journal	Gender & Society
<b>Study Background</b>	
Research question	how employers’ recruitment, hiring, and promotion practices contribute to the growing maternal gap in employment
Subject	Transition within organisation
Conceptual/Qualitative/Quantitative	Qualitative
Ontology	
Epistemology	Social Constructionism
Identity	
Theoretical foundation	
Country	Hungary
<b>Methodology</b>	
Unit of Analysis	Organisation
Sample size	33
Subjects studied	Human Resource Managers
Organisational level	Non-professional
Work experience	
First-time or subsequent mother/parent	
Ethnicity	Not specified
Relationship status	
Length of study	Cross-sectional

Pregnancy: type of contact & timing	N/A
Early postpartum: type of contact & timing	N/A
Postpartum: type of contact & timing	N/A
Non-pregnancy: type of contact and timing	semi-structured interviews
Data Collection Method	Interview
Length of maternity leave	N/A
How was data analysed?	
<b>Evidential Contribution</b>	
Maternal identity change?	
Professional identity change?	If women chose to take shorter leaves (less than one year) they were perceived as high-flyers, otherwise, they were not considered dedicated to work
Relationship between maternal and professional identity	Employers rely on three primary strategies to shed mothers from the labor market. First, they screen out workers they perceive as unfit for the competitive environment of the Hungarian finance sector. While women per se are not deemed unfit, mothers are viewed as incapable of meeting the demands of professional employment. Second, employers rely on maternity leaves as a second screening process, thus maximizing their flexibility vis-à-vis mothers. While the majority of mothers are weeded out of the labor force at this stage, a small handful of “exceptional” women are retained, though under very restricted conditions. Finally, the pool of women workers under consideration for promotions is significantly constrained due to the high proportion of mothers weeded out of the organization early in their careers due to managers’ constructions of women with children as lacking both the ability and the sensibility to lead (pp.22-23).
<b>Synthesis</b>	
Key contribution(s) to review question	Maternity leave can be used as a test of a woman's professionalism and dedication to her career. Becoming a mother can mean the loss of a job or downgrading, despite laws in place to protect women's rights (if they are unenforced).
Limitations	Generalisable to other maternalist social welfare States with weak enforcement of antidiscrimination laws and dependence on foreign investment
Recommendations for future research	explore not just whether employers rely on motherhood as a status characteristic but to be attentive to the state-level arrangements that increase or decrease the costs to employers of discrimination against mothers. Greater attention to the socio-legal opportunity context in which employers design and carry out recruiting, hiring, and promotion practices will further refine existing theories regarding the conditions under which motherhood creates barriers to women’s labor market participation and mobility
Practical application	
Summary	By demonstrating the salience of motherhood as a status characteristic in the postsocialist labor market, our work contributes to existing scholarship on motherhood penalties. Our work also extends this scholarship by showing that the salience of motherhood for employers is strongly conditioned by state-level arrangements that shape the opportunity context in which employers design and carry out employment practices.



Notes	Although the organisation is the unit of analysis, policies are discussed which impact women's behaviour, but not necessarily identities
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<b>Citation</b>	
Title	An exploration of negative thoughts as a normal phenomenon after childbirth
Author(s)	Hall,Pauline L.;Wittkowski,Anja
Date	2006
Journal	Journal of Midwifery & Women's Health
<b>Study Background</b>	
Research question	Are negative cognitions usually associated with postnatal depression a "normal" reaction to abnormal stresses?
Subject	Negative cognitions
Conceptual/Qualitative/Quantitative	Quantitative
Ontology	
Epistemology	Positivism
Identity	
Theoretical foundation	
Country	UK
<b>Methodology</b>	
Unit of Analysis	Individual
Sample size	158
Subjects studied	Mothers
Organisational level	N/A
Work experience	
First-time or subsequent mother/parent	Mixed
Ethnicity	Multiple
Relationship status	144 partnered; 14 unpartnered
Length of study	Cross-sectional
Pregnancy: type of contact & timing	N/A
Early postpartum: type of contact & timing	N/A
Postpartum: type of contact & timing	6 weeks to 7 months after birth questionnaire
Non-pregnancy: type of contact and timing	
Data Collection Method	Questionnaire
Length of maternity leave	N/A
How was data analysed?	Mann-Whitney U-test
<b>Evidential Contribution</b>	
Maternal identity change?	Almost 64% of mothers thought that their lives should be centered wholly on their infant, and more than 62% experienced thoughts about their baby dying (p.326) Data also indicates the perceived need to be perfect and discrepancy between expectations and reality.
Professional identity change?	

Relationship between maternal and professional identity	
<b>Synthesis</b>	
Key contribution(s) to review question	Nondepressed new mothers may experience negative thoughts
Limitations	
Recommendations for future research	Examine the content and prevalence of negative thoughts experienced by women in the prenatal period and how, if at all, this is associated with experience of negative thoughts after childbirth. Determine more specifically the difference in frequency, content, and conviction or level of distress of negative thoughts held by women who are experiencing postnatal depression and those who are not considered clinically depressed. Longitudinal studies would also be useful to determine how psychosocial factors influence the transition from “normal” negative thinking to clinical depression in postpartum mothers.
Practical application	Midwives may help alleviate psychological distress in new mothers by helping to establish realistic expectations of motherhood. If midwives explicitly emphasize the importance of communication with others, this may help new mothers overcome feelings of being misunderstood or feelings of overwhelming responsibility.
Summary	This study supports the concept that negative thoughts postpartum occur among many women, regardless of psychological health.
Notes	

<b>Citation</b>	
Title	Co-worker responses to the pregnant employee
Author(s)	Halpert, J. A., Burg, J. H.
Date	1997
Journal	Journal of Business and Psychology
<b>Study Background</b>	
Research question	What situations do pregnant women encounter in the workplace, both good and bad? What can organizations, managers, and fellow employees do to help?
Subject	Transition within organisation
Conceptual/Qualitative/Quantitative	Qualitative
Ontology	Relativism
Epistemology	Social Constructionism
Identity	
Theoretical foundation	
Country	US
<b>Methodology</b>	
Unit of Analysis	Individual
Sample size	82
Subjects studied	Working mothers
Organisational level	Both professional and non-professional
Work experience	e.g. waitress, attorney, sales clerk
First-time or subsequent mother/parent	Mixed
Ethnicity	Not specified

Relationship status	76 partnered; 6 unpartnered
Length of study	Cross-sectional
Pregnancy: type of contact & timing	Some women were interviewed while pregnant
Early postpartum: type of contact & timing	
Postpartum: type of contact & timing	Some women were interviewed postpartum (up to two years)
Non-pregnancy: type of contact and timing	
Data Collection Method	Interview
Length of maternity leave	
How was data analysed?	Sorted by themes (2 coders)
<b>Evidential Contribution</b>	
Maternal identity change?	individual attitudes and reactions of co-workers to a woman's pregnancy have a great deal of influence on a woman's experience with pregnancy in the workplace (p.248).
Professional identity change?	
Relationship between maternal and professional identity	
<b>Synthesis</b>	
Key contribution(s) to review question	Supervisors and coworkers can influence pregnant women's experiences of working. **But there is no indication as to how these experiences might cause the women to engage in identity work**
Limitations	Sample is not representative: self-selected by responding to ads. Interviewees were asked to recall experiences which occurred up to two years previously, thus creating the potential for cognitive distortion (p.252).
Recommendations for future research	
Practical application	It is important that individuals and companies encourage organizational members to behave in a supportive and appropriate manner. Along with appropriate behavior, the organization must ensure that structural systems are in place to support pregnant employees. This may include company policies, physical facilities, and training initiatives (p.248)
Summary	while deliberate, malicious discrimination against pregnant employees does occur, it is very rare. When inappropriate behavior is seen, it is generally the result of factors such as lack of communication, unexamined assumptions, and confusion about what constitutes appropriate behavior. These issues are easily addressed in training.
Notes	Data analysis doesn't fit with the method of collection. Conducted a qualitative study, but analysed in a quasi-quantitative way

<b>Citation</b>	
Title	(Re)figuring accounting and maternal bodies: The gendered embodiment of accounting professionals

Author(s)	Haynes, Kathryn
Date	2008
Journal	Accounting, Organizations and Society
<b>Study Background</b>	
Research question	how do women come to embody the identity of accountant and what happens when forms of organizational and professional embodiment coincide with other forms of gendered embodied self,
Subject	Embodiment and professionalism
Conceptual/Qualitative/Quantitative	Qualitative
Ontology	Nominalism
Epistemology	Social Constructionism
Identity	Shilling?
Theoretical foundation	Bordieu's social reproduction
Country	UK
<b>Methodology</b>	
Unit of Analysis	Individual
Sample size	15
Subjects studied	Working mothers
Organisational level	Professional
Work experience	e.g. tax manager; tax senior
First-time or subsequent mother/parent	Mixed
Ethnicity	Not specified
Relationship status	unknown
Length of study	Cross-sectional
Pregnancy: type of contact & timing	some women were pregnant during the oral history interview
Early postpartum: type of contact & timing	N/A
Postpartum: type of contact & timing	N/A
Non-pregnancy: type of contact and timing	oral history interview
Data Collection Method	Interview
Length of maternity leave	unknown
How was data analysed?	Interpretive phenomenological analysis
<b>Evidential Contribution</b>	
Maternal identity change?	
Professional identity change?	<p>Women's reduced control over the body and its appearance during pregnancy is at odds with the need to present the self in a particular professional manner in the accounting context (p.338). Thus, pregnancy affects a woman's sense of her relationship both with her body (Bailey, 1999), and with her professional, working connections (p.339).</p> <p>the embodiment of each of the women is a product of the national, institutional, social and cultural context in which they operate (p.343). As well as affecting the responses of others to her professional identity, pregnancy affects the woman's own sense of her relationship with her body and her professional self. Bodily change during pregnancy is both a resource upon which women can draw in negotiating their social positioning, as well as a form of social control and a means by which they may feel reduced to their biology (p.345)</p>

Relationship between maternal and professional identity	Pregnancy marks the cultural and physical undoing of the socialized identity of the accountant and the gender transformation into the identity of mother (p.344).
<b>Synthesis</b>	
Key contribution(s) to review question	Women may be subjected to subtle practices of power questioning their commitment, belonging, and immersion in the accounting context. These take a number of forms, as discussed in this paper: lack of fit with the embodied identity of accountant (Deborah), denigratory comments (Maureen), lack of privacy and public discussion about the pregnancy (Maureen, Alice,) questioning of commitment (Katy, Melissa, Nicky), and increased awareness of size, shape and ability to control the body experienced by many women in the study. These serve to negate the forms of embodiment which exist outside the accounting context, and which are not instrumental within it (p.344).
Limitations	
Recommendations for future research	
Practical application	
Summary	the women accounting professionals in this paper, including myself, strive to embody what we perceive, or what we believe others perceive, to be the archetypical successful, professional accountant, in terms of dress, behaviour, voice and presence (p.343)
Notes	

<b>Citation</b>	
Title	Transforming identities: Accounting professionals and the transition to motherhood
Author(s)	Haynes
Date	2008
Journal	Critical Perspectives on Accounting
<b>Study Background</b>	
Research question	How are professional and maternal identities related?
Subject	Relationship of maternal and professional identities
Conceptual/Qualitative/Quantitative	Qualitative
Ontology	Relativism
Epistemology	Social Constructionism
Identity	SI interpretive
Theoretical foundation	Identity (Jenkins, Craib)
Country	UK
<b>Methodology</b>	
Unit of Analysis	Individual
Sample size	5
Subjects studied	Working mothers
Organisational level	Professional
Work experience	senior roles up to manager or partner level
First-time or subsequent mother/parent	First-time
Ethnicity	Not specified
Relationship status	partnered
Length of study	Series of interviews

Pregnancy: type of contact & timing	none
Early postpartum: type of contact & timing	none
Postpartum: type of contact & timing	series of oral history interviews; maternity leave in 'recent past'
Non-pregnancy: type of contact and timing	
Data Collection Method	Interview
Length of maternity leave	unknown
How was data analysed?	Coding developed based on literature; no sample provided
<b>Evidential Contribution</b>	
Maternal identity change?	Own experiences as child, society
Professional identity change?	Unsettled through transformation of motherhood
	Comments of others
	Managers, coworkers, profession, society
Relationship between maternal and professional identity	"Professional identity and mothering identity, therefore, rather than being simply opposed to one another, are entwined..." p.639 "Where opportunities for investing in the professional self are maintained, however, the women appeared to experience less discontinuity between their professional and mothering identities, and a more successful entwining of the professional and personal" p.635.
<b>Synthesis</b>	
Key contribution(s) to review question	Two identities are not opposed, but entwined. It is possible to maintain both identities -- it is a question of time.
Limitations	(none) Data analysis is not transparent. Some quotes used, but not extensively. Critical perspective.
Recommendations for future research	none
Practical application	"...illuminates the perpetuation of subtle forms of inequality within the accounting profession itself, allowing us to understand women's location within social relations and the resistance they encounter as being due in some part to a gendered struggle over power, even though they are not involved in collective action.
Summary	Maternity presents a transformation in identity. Maternal and professional identities are entwined. Tensions between identities arose from long-working hours culture and women's perceptions that they were unable to work as they had before becoming mothers.
Notes	

<b>Citation</b>	
Title	Body beautiful? Gender, identity and the body in professional services firms
Author(s)	Haynes, Kathryn
Date	2012
Journal	Gender, Work & Organization
<b>Study Background</b>	

Research question	how professional identity is embodied and gendered in professional services firm
Subject	Embodiment and professionalism
Conceptual/Qualitative/Quantitative	Qualitative
Ontology	
Epistemology	Social Constructionism
Identity	
Theoretical foundation	Bordieu's physical capital
Country	UK & US
<b>Methodology</b>	
Unit of Analysis	Individual
Sample size	30
Subjects studied	Working women
Organisational level	Professional
Work experience	from second-year associate lawyers and accountants to equity partners (p.495)
First-time or subsequent mother/parent	N/A
Ethnicity	>80% White
Relationship status	unknown
Length of study	Cross-sectional
Pregnancy: type of contact & timing	N/A
Early postpartum: type of contact & timing	N/A
Postpartum: type of contact & timing	N/A
Non-pregnancy: type of contact and timing	interviews with female lawyers (no discussion of maternity)
Data Collection Method	Interview
Length of maternity leave	N/A
How was data analysed?	Interpretive approach
<b>Evidential Contribution</b>	
Maternal identity change?	
Professional identity change?	professional embodiment, in the context of professional services firms in accounting and law, has a particular form of commodification and physical capital arising from the very nature of these professions
Relationship between maternal and professional identity	
<b>Synthesis</b>	
Key contribution(s) to review question	To relate this idea to professional services firms, we could say that the symbolic value of (masculine) professional embodiment is embedded in the culture of the profession to such a degree that it is regarded as natural and rewards those who more closely relate to its forms, thus reinforcing the culture and reproducing the inegalitarian forms of worth in a type of vicious circle (p.503).
Limitations	
Recommendations for future research	Research the impact of such gendered embodiment on women who have left professional services firms to pursue other options. It might also consider the impact on men of embodied identities in the professional

	context.
Practical application	
Summary	The physical body is an important facet of professionalism because it is symbolic of aspects of identity and the self, an embodied representation of a perceived identity (p.504)
Notes	

<b>Citation</b>	
Title	Relation of Maternal Role Concepts to Parenting, Employment Choices, and Life Satisfaction Among Japanese Women
Author(s)	Holloway,Susan D.;Suzuki,Sawako;Yamamoto,Yoko;Mindnich,Jessica Dalesandro
Date	2006
Journal	Sex Roles
<b>Study Background</b>	
Research question	How do Japanese women conceptualise the role of mother?
Subject	What is the role of a mother?
Conceptual/Qualitative/Quantitative	Quantitative
Ontology	Internal Realism
Epistemology	Positivism
Identity	SI structural
Theoretical foundation	Cultural models and Identity (Thoits, 1983, 1986, 1999)
Country	Japan
<b>Methodology</b>	
Unit of Analysis	Individual
Sample size	116
Subjects studied	Mothers and working mothers
Organisational level	Not specified
Work experience	Part-time, full-time and unemployed
First-time or subsequent mother/parent	Mixed
Ethnicity	Japanese
Relationship status	unknown
Length of study	Cross-sectional
Pregnancy: type of contact & timing	N/A
Early postpartum: type of contact & timing	N/A
Postpartum: type of contact & timing	approximately 5 years after birth survey
Non-pregnancy: type of contact and timing	
Data Collection Method	Questionnaire
Length of maternity leave	
How was data analysed?	
<b>Evidential Contribution</b>	



Maternal identity change?	We found that many Japanese women continue to endorse traditional views about the role of the mother in shaping children's development, but that the individual assessments of parenting self-efficacy and personal commitment to the role of mother were significant predictors of family and, marginally, of employment choices
Professional identity change?	
Relationship between maternal and professional identity	
<b>Synthesis</b>	
Key contribution(s) to review question	Even in a role-oriented society such as Japan, mothers' sense of well-being stems not only from fulfilling normative expectations but also by experiencing certain individual thoughts and feelings relative to their performance in that role (p.246).
Limitations	
Recommendations for future research	A longitudinal design would also permit the assessment of women's views concerning employment at various time points before and after the birth of their children. Probe culturally based beliefs about the appropriate content of a role identity as well as individual commitment to that role and judgments of how well one can perform it.
Practical application	Government officials should intensify efforts to enforce and refine legislation related to workplace discrimination based on gender and marital status. Flexible working initiatives would also help.
Summary	
Notes	

<b>Citation</b>	
Title	On-Site or Out-of-Sight?
Author(s)	Hoobler, Jenny M.
Date	2007
Journal	Journal of Management Inquiry
<b>Study Background</b>	
Research question	
Subject	(Conceptual)
Conceptual/Qualitative/Quantitative	Conceptual
Ontology	Nominalism
Epistemology	Social Constructionism
Identity	Social constructionist
Theoretical foundation	SIT
Country	US
<b>Methodology</b>	
Unit of Analysis	(Conceptual)
Sample size	
Subjects studied	(Conceptual)
Organisational level	(Conceptual)
Work experience	
First-time or subsequent mother/parent	

Ethnicity	N/A
Relationship status	
Length of study	(Conceptual)
Pregnancy: type of contact & timing	
Early postpartum: type of contact & timing	
Postpartum: type of contact & timing	
Non-pregnancy: type of contact and timing	
Data Collection Method	(Conceptual)
Length of maternity leave	
How was data analysed?	
<b>Evidential Contribution</b>	
Maternal identity change?	
Professional identity change?	Women become labeled and saddled with family identities that diminish their career progress and social status in the workplace. So, at least for now, working mothers may be better served by programs that remain out-of-sight rather than on-site, when it comes to child care
Relationship between maternal and professional identity	
<b>Synthesis</b>	
Key contribution(s) to review question	Professional identity can be negatively impacted by the enactment of the maternal identity at work as in the case of on-site childcare
Limitations	The author relies on the ideal worker vs. Ideal mother argument. Her paper would have been stronger with data to support her theory.
Recommendations for future research	1) examine the status of working mothers using family-friendly policies compared to those that don't 2) compare working mothers' status in another country to the US to understand the role of social policy
Practical application	women should resist using on-site childcare because it will reflect poorly on them; employers and States should consider introducing policies that support equality of the sexes
Summary	Women become labeled and saddled with family identities that diminish their career progress and social status in the workplace. So, at least for now, working mothers may be better served by programs that remain out-of-sight rather than on-site, when it comes to child care
Notes	

<b>Citation</b>	
Title	The Role of Planning and Workplace Support in Returning to Work after Maternity Leave
Author(s)	Houston,Diane M.;Marks,Gillian
Date	2003
Journal	British Journal of Industrial Relations
<b>Study Background</b>	
Research question	Do women's work intentions relate to Preference Theory and do women work in a manner consistent with their pre-birth preferences?
Subject	Transition within organisation

Conceptual/Qualitative/Quantitative	Quantitative
Ontology	Realism
Epistemology	Positivism
Identity	
Theoretical foundation	Theory of planned behaviour
Country	UK
<b>Methodology</b>	
Unit of Analysis	Individual
Sample size	349
Subjects studied	Working mothers
Organisational level	Not specified
Work experience	
First-time or subsequent mother/parent	First-time
Ethnicity	Not specified
Relationship status	partnered
Length of study	Longitudinal
Pregnancy: type of contact & timing	Pregnancy questionnaire
Early postpartum: type of contact & timing	none
Postpartum: type of contact & timing	12 months after birth questionnaire
Non-pregnancy: type of contact and timing	
Data Collection Method	Questionnaire
Length of maternity leave	unknown
How was data analysed?	Multinomial Logistic regression
<b>Evidential Contribution</b>	
Maternal identity change?	Some women did not return to work because they felt an emotional change and could not leave their babies (p.211)
Professional identity change?	The strongest predictor of intending to work but not doing so was planning (p.206). Those who intended to work but didn't had lower incomes, while those who intended to work full-time but returned part-time earned more (p.207)
Relationship between maternal and professional identity	
<b>Synthesis</b>	
Key contribution(s) to review question	Women may not behave in a way that is consistent with their intentions. Planning and support at work can influence their decisions to return.
Limitations	
Recommendations for future research	
Practical application	
Summary	The findings support the idea that women's decisions about working are contingent upon a combination of choice and constraints. Planning how the return to work will be managed facilitates a return to work. Perceived support also contributes to women's decisions about returning to work.
Notes	

<b>Citation</b>	
Title	Constructing the "good mother": The experience of mothering ideologies by work status
Author(s)	Johnston,Deirdre D.;Swanson,Debra H.
Date	2006
Journal	Sex Roles
<b>Study Background</b>	
Research question	Do mothers construct intensive mothering expectations (IME) differently on the basis of work status?
Subject	Relationship of maternal and professional identities
Conceptual/Qualitative/Quantitative	Qualitative
Ontology	Relativism
Epistemology	Social Constructionism
Identity	Postmodern (psychological variant)
Theoretical foundation	Identity (Gergen)
Country	US
<b>Methodology</b>	
Unit of Analysis	Individual
Sample size	95
Subjects studied	Mothers and working mothers
Organisational level	Both professional and non-professional
Work experience	e.g. nurses, teachers, professors, medical doctors, office assistants etc.
First-time or subsequent mother/parent	Mixed
Ethnicity	Multiple
Relationship status	97% partnered
Length of study	Cross-sectional
Pregnancy: type of contact & timing	N/A
Early postpartum: type of contact & timing	N/A
Postpartum: type of contact & timing	mothers of children under 5 interview
Non-pregnancy: type of contact and timing	
Data Collection Method	Interview
Length of maternity leave	
How was data analysed?	Discourse analysis (thematic analysis)
<b>Evidential Contribution</b>	
Maternal identity change?	
Professional identity change?	

Relationship between maternal and professional identity	Although previous research has shown that mothers alter work status to live up to intensive mothering expectations, our results show that mothers also alter their construction of intensive mothering expectations to reconcile these demands with their work status choices. The results also suggest that mothers with different employment decisions differ in their construction of Y. Elvin-Nowak and H. Thomsson's (2001) 3 discursive positions—accessibility, happy mother/happy child, and separation of work and home (abs).
<b>Synthesis</b>	
Key contribution(s) to review question	Thus, the construction of mothering ideology most likely reflects both processes—mothers choose a work status based partly on their mothering ideology, and their mothering ideology emerges in part to fit their lived experience with a particular employment decision (p.517).
Limitations	the differentiation of mothers by work status, and the homogeneity of the sample.
Recommendations for future research	The weighing and integration of mothering ideology and worker identity (e.g., perceived financial need to work and career/job fulfillment) need to be explored in future research. It will be important to explore the mothering– employment tensions identified in this study for women who may not have a choice about employment.
Practical application	
Summary	
Notes	

<b>Citation</b>	
Title	Maternal concerns during early parenthood
Author(s)	Kaitz,M.
Date	2007
Journal	Child: Care, Health and Development
<b>Study Background</b>	
Research question	to identify primary concerns of mothers later in the first post-partum year, changes over time, and factors that were associated with relatively intense concerns, including infant (difficult) temperament, hours employed out of the home and obstetrical complications during pregnancy or childbirth.
Subject	Postpartum adjustment
Conceptual/Qualitative/Quantitative	Quantitative
Ontology	Realism
Epistemology	Positivism
Identity	
Theoretical foundation	
Country	Israel
<b>Methodology</b>	
Unit of Analysis	Individual
Sample size	366
Subjects studied	Mothers and working mothers
Organisational level	Not specified
Work experience	
First-time or subsequent mother/parent	First-time

Ethnicity	Israeli/Jewish
Relationship status	partnered
Length of study	Longitudinal
Pregnancy: type of contact & timing	none
Early postpartum: type of contact & timing	none
Postpartum: type of contact & timing	3 & 6 months after birth telephone interview
Non-pregnancy: type of contact and timing	
Data Collection Method	Interview
Length of maternity leave	
How was data analysed?	PCA, t-test, ANOVAs
<b>Evidential Contribution</b>	
Maternal identity change?	Results showed that, at both time points, maternal concerns were comprised of six dimensions (FamilyHealth, Return toWork, Mother's Well- being, Relationship/Support, Infant Care, and Spouse) and returning to work and family health were the categories of most concern (p.725) Concerns of mothers who experience atypical pregnancies or deliveries can persist into the post-partum period; and it can take time, even months, for their concerns to be resolved (p.725).
Professional identity change?	
Relationship between maternal and professional identity	These findings concur with previous findings, which indicate that mothers' perception of their infant as difficult is related to emotional distress (e.g. Campbell et al. 1992; Feldman et al. 1997) and that the challenges associated with working outside the house are primary ones for mothers of young infants (p.725).
<b>Synthesis</b>	
Key contribution(s) to review question	The transition to motherhood is accompanied by maternal concerns even after 6 and 9 months, although concerns at 9 months postpartum are decreased. Return to work and family health are top concerns for the women studied.
Limitations	limited time frame of the study period and the restriction of the sample to first-time Israeli mothers. It
Recommendations for future research	Studying maternal concerns at later time points during the post-partum period in order to learn about further changes in their content and intensity, as infants and the relationship between mothers and their infant develop. Research on maternal concerns carried out in other countries would speak to the generalizability of our findings, provide information on the influence of culture and society on maternal concerns, and identify the 'standard' ones that cut across cultural bounds (p.726)
Practical application	
Summary	Analyses revealed six dimensions of concerns (Family Health, Return toWork, Mother's Well-being, Relationships/Support, Infant Care, and Spouse).Of these, issues related to returning to work and family health were of most concern, and ratings were higher at 3 months than at 6 months post-partum. Women with higher-than-average total concern scores perceived their infant as more difficult, were more likely to have experienced an obstetric complication, and worked more hours out of the house than women with lower-than-average scores.

Notes	Israel has a 3-month paid maternity leave and 1 hour off for working mothers during the first year postpartum.
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<b>Citation</b>	
Title	Gender-role attitudes and behavior across the transition to parenthood
Author(s)	Katz-Wise,Sabra;Priess,Heather A.;Hyde,Janet S.
Date	2010
Journal	Developmental Psychology
<b>Study Background</b>	
Research question	How are gender-role attitudes, identity salience and gender-differentiated behavior influenced by gender and being a first- or second-time parent?
Subject	Primiparas vs. Multiparas
Conceptual/Qualitative/Quantitative	Quantitative
Ontology	Realism
Epistemology	Positivism
Identity	SI structural
Theoretical foundation	Social Structural theory & identity theory (Stryker & Serpe, 1982; Thoits, 1983)
Country	US
<b>Methodology</b>	
Unit of Analysis	Paired individuals
Sample size	403
Subjects studied	Mothers and fathers (at least one partner working)
Organisational level	Not specified
Work experience	No students; one partner employed
First-time or subsequent mother/parent	Mixed
Ethnicity	Multiple
Relationship status	partnered
Length of study	Longitudinal
Pregnancy: type of contact & timing	2nd trimester questionnaire
Early postpartum: type of contact & timing	1 month postpartum questionnaire
Postpartum: type of contact & timing	4 & 12 months postpartum questionnaires
Non-pregnancy: type of contact and timing	
Data Collection Method	Questionnaire
Length of maternity leave	unknown
How was data analysed?	Multilevel latent growth curve analysis
<b>Evidential Contribution</b>	
Maternal identity change?	Individuals' gender-role attitudes became more traditional during the transition to parenthood (p.22). (First-time parents' attitudes partially recovered at 12 months, but second-time parents' did not (p.23)
Professional identity change?	Work salience decreased over time, leveling off several months after the birth of a child (p.23).

Relationship between maternal and professional identity	Family salience increased and work salience decreased. Identity salience changed more over time for first-time parents than for experienced parents and more for mothers than for fathers (p.25).
<b>Synthesis</b>	
Key contribution(s) to review question	Women who are in the role of mother psychologically adjust to this role through making family more salient and work less salient to their identity (p.26).
Limitations	Data collected in the 1990s
Recommendations for future research	
Practical application	
Summary	Changes in gender-role attitudes and behavior following the birth of a child may be attributed to both the process of transitioning to parenthood for the first time and that of negotiating the demands of having a new baby in the family (p.18).
Notes	Data collected in the 1990s!! Women's professional roles were not comparable to the men's.

<b>Citation</b>	
Title	Maternal adaptation during childbearing in Norway, Sweden and the United States
Author(s)	Kiehl,Ermalynn M.;White,Marjorie A.
Date	2003
Journal	Scandinavian Journal of Caring Sciences
<b>Study Background</b>	
Research question	What is the relationship between maternal adaptation during pregnancy and postpartum?
Subject	Maternal identity development
Conceptual/Qualitative/Quantitative	Quantitative
Ontology	Realism
Epistemology	Positivism
Identity	
Theoretical foundation	Roy's Adaptation Model
Country	Norway, Sweden, US
<b>Methodology</b>	
Unit of Analysis	Individual
Sample size	147
Subjects studied	Mothers and working mothers
Organisational level	Not specified
Work experience	
First-time or subsequent mother/parent	First-time
Ethnicity	Not specified
Relationship status	mixed
Length of study	Longitudinal
Pregnancy: type of contact & timing	3rd trimester questionnaire
Early postpartum: type of contact & timing	none



Postpartum: type of contact & timing	6 weeks postpartum questionnaire
Non-pregnancy: type of contact and timing	
Data Collection Method	Questionnaire
Length of maternity leave	Sweden (51 weeks), Norway (39 weeks) and US (9.6 weeks)
How was data analysed?	Correlations and ANOVAs
<b>Evidential Contribution</b>	
Maternal identity change?	Maternal adaptation is 'a woman's perception of her abilities to cope and adjust to motherhood responsibilities and tasks' (p. 96). Prenatal identification with the motherhood role is related to satisfaction with the role and confidence.
Professional identity change?	
Relationship between maternal and professional identity	no significant relationships were found between mothers' planned return to work and postpartum adaptation. Most (83%) of the US mothers returned to work and yet there is indication that these mothers considered themselves adapted. One explanation for this is found in Roy's Adaptation Model (15). When individuals find stressors, by either volume or intensity, falling outside their 'zone of adaptation', they do whatever is necessary to cope with the stressor until they bring about adaptation.
<b>Synthesis</b>	
Key contribution(s) to review question	There was no significant relationship between return to work and adaptation. The US mothers who returned to work within 6 weeks considered themselves adapted to the maternal role. But, returning to work earlier was associated with feeling less positively about own and infant well-being (p.101). Maternal adaptation among mothers from the three countries was more alike than different (p.102)
Limitations	differences in administration of questionnaires in the three countries was
Recommendations for future research	
Practical application	Nurses must focus prenatal parenting classes on strategies to facilitate mothers' identification with the motherhood role and to strengthening relationships between the mother and her partner.
Summary	Mothers in this study indicated that when they had strong identification with the motherhood role prior to the birth of their baby they were more satisfied with motherhood and more confident in their ability to cope with the tasks of motherhood. This supports the notion that pregnancy is the time of preparation for motherhood by forming a maternal identity and that knowing what to expect provides a sense of control (p.102).
Notes	One would expect that Scandinavian mothers might experience more positive adaptation since they have up to 1 year of paid parental leave in which to accomplish the tasks of new motherhood. Surprisingly mothers from the US adapted as well. Knowing that they had precious little time to spend at home after the birth of their baby, and needing to recover quickly so that they could return to work, they perceived that they adapted. As in Roy's theory, people will adapt to their situation (p.102) - this statement potentially ignores the fact that only 59% of the US women were planning to go back to work.

<b>Citation</b>	
Title	Breastfeeding, brain activation to own infant cry, and maternal sensitivity
Author(s)	Kim,Pilyoung;Feldman,Ruth;Mayes,Linda C.;Eicher, Virginia;Thompson,Nancy;Leckman,James F.;Swain,James E.
Date	2011
Journal	Journal of Child Psychology and Psychiatry
<b>Study Background</b>	
Research question	What is the associations between breastfeeding, maternal brain activation in response to salient infant cues, and the mother's sensitivity to her infant?
Subject	Maternal identity development
Conceptual/Qualitative/Quantitative	Quantitative
Ontology	Realism
Epistemology	Positivism
Identity	
Theoretical foundation	
Country	US
<b>Methodology</b>	
Unit of Analysis	Individual
Sample size	17
Subjects studied	Mothers
Organisational level	N/A
Work experience	
First-time or subsequent mother/parent	mixed
Ethnicity	White
Relationship status	partnered
Length of study	Longitudinal
Pregnancy: type of contact & timing	none
Early postpartum: type of contact & timing	2-4 weeks fMRI
Postpartum: type of contact & timing	3-4 months postpartum videotaped home visit
Non-pregnancy: type of contact and timing	
Data Collection Method	fMRI; Observation
Length of maternity leave	
How was data analysed?	ANOVA
<b>Evidential Contribution</b>	
Maternal identity change?	During the first postpartum month, several limbic and cortical brain regions previously shown to be important for caregiving behaviors and empathy were more active among breastfeeding mothers compared to formula-feeding mothers while listening to their own baby versus a control baby-cry. Furthermore, for all the mothers in the study (breastfeeding and formula-feeding), the degree of activation in these brain regions in responses to own baby-cry at the first postpartum month was correlated with greater maternal sensitivity observed during dyadic mother– infant interactions that were videotaped at 3–4 months postpartum (p.911)

	Thus, higher activations in these brain regions contribute to breastfeeding mothers' ability to understand their own infant's emotional state and respond in an appropriate way to the infant's needs (p.912)
Professional identity change?	
Relationship between maternal and professional identity	
<b>Synthesis</b>	
Key contribution(s) to review question	
Limitations	Small sample. Selection of own-infant cries, compared with control cries. No measurement of maternal sensitivity at 2-4 weeks postpartum.
Recommendations for future research	Include measures of oxytocin and other related neurohormones such as prolactin directly. Future studies are needed to assess whether these confounding maternal and environmental/ contextual factors may have affected the choice of feeding styles and contribute to long-term differences in brain activations and parenting behaviors between breastfeeding and bottle-feeding mothers
Practical application	
Summary	our findings represent the first evidence using brain imaging that breastfeeding at the first month postpartum has a significant link to both enhanced maternal brain responses to infant stimuli and maternal behaviors.
Notes	

<b>Citation</b>	
Title	The effect of bias on the advancement of working mothers: Disentangling legitimate concerns from inaccurate stereotypes as predictors of advancement in academe
Author(s)	King
Date	2008
Journal	Human Relations
<b>Study Background</b>	
Research question	
Subject	Transition within organisation
Conceptual/Qualitative/Quantitative	Quantitative
Ontology	Realism
Epistemology	Positivism
Identity	SI structural
Theoretical foundation	Social role theory (Katz and Kahn, 1978)
Country	US
<b>Methodology</b>	
Unit of Analysis	Paired individuals
Sample size	166 / 93
Subjects studied	Junior faculty members who were parents and their senior colleagues
Organisational level	Professional
Work experience	

First-time or subsequent mother/parent	Mixed
Ethnicity	Multiple
Relationship status	unknown
Length of study	Cross-sectional
Pregnancy: type of contact & timing	none
Early postpartum: type of contact & timing	none
Postpartum: type of contact & timing	none
Non-pregnancy: type of contact and timing	survey
Data Collection Method	Questionnaire
Length of maternity leave	N/A
How was data analysed?	PCA, regression, t-test, Wilks', F-test
<b>Evidential Contribution</b>	
Maternal identity change?	Mothers reported greater work involvement than fathers. Mothers did not report less availability for work than did fathers.
Professional identity change?	Mothers did not report less availability for work than did fathers, but there is weak support that superiors perceive that mothers have less availability. Superiors perceive that mothers have lower desire and flexibility for advancement than fathers.
Relationship between maternal and professional identity	
<b>Synthesis</b>	
Key contribution(s) to review question	"These results support the application of social role theory to understanding gender differences in the advancement of working parents, and refute sole reliance on either 'family needs' or 'bias' explanations that ignore the impact of the alternative explanation" p.1704.
Limitations	Generalizability: cross-sectional design, academia, superiors' limited input in promotion process and limited knowledge of juniors' personal lives (may lead to stereotyping); no comparison with non-parents (could it be gender bias?)
Recommendations for future research	Strategies through which stereotypes might be overcome; characteristics of individuals who are most likely to enact stereotypes about mothers
Practical application	Construct decision-making strategies that rely on objective data and increase awareness of stereotypes
Summary	Stereotypes may impede mothers' success relative to fathers
Notes	

<b>Citation</b>	
Title	"Contextualising risk, constructing choice: Breastfeeding and good mothering in risk society"
Author(s)	Knaak, S.
Date	2010
Journal	Health, Risk & Society
<b>Study Background</b>	

Research question	How do mothers come to conceptualise what 'counts' as a risk or benefit for their children in different mothering situations?
Subject	Risk and mothering
Conceptual/Qualitative/Quantitative	Qualitative
Ontology	Nominalism
Epistemology	Social Constructionism
Identity	
Theoretical foundation	Risk (Kasperson)
Country	Canada
<b>Methodology</b>	
Unit of Analysis	Individual
Sample size	33
Subjects studied	Mothers and working mothers
Organisational level	Not specified
Work experience	
First-time or subsequent mother/parent	Mixed
Ethnicity	>80% White
Relationship status	
Length of study	Cross-sectional
Pregnancy: type of contact & timing	N/A
Early postpartum: type of contact & timing	N/A
Postpartum: type of contact & timing	3 months-5 years postpartum interview
Non-pregnancy: type of contact and timing	
Data Collection Method	Interview
Length of maternity leave	N/A
How was data analysed?	Discourse analysis
<b>Evidential Contribution</b>	
Maternal identity change?	Breastfeeding; medical-scientific discourse
Professional identity change?	
Relationship between maternal and professional identity	
<b>Synthesis</b>	
Key contribution(s) to review question	
Limitations	
Recommendations for future research	
Practical application	
Summary	
Notes	

<b>Citation</b>	
Title	Does motherhood get easier the second-time around? Examining parenting stress and marital quality among mothers having their first or second child
Author(s)	Krieg, Dana Balsink
Date	2007
Journal	Parenting: Science and Practice
<b>Study Background</b>	
Research question	Does mothering get easier with the second child?
Subject	Primiparas vs. Multiparas
Conceptual/Qualitative/Quantitative	Quantitative
Ontology	Realism
Epistemology	Positivism
Identity	
Theoretical foundation	
Country	US
<b>Methodology</b>	
Unit of Analysis	Paired individuals
Sample size	82
Subjects studied	Mothers and working mothers
Organisational level	Not specified
Work experience	Part-time, full-time and unemployed
First-time or subsequent mother/parent	Mixed
Ethnicity	Multiple
Relationship status	partnered
Length of study	Longitudinal
Pregnancy: type of contact & timing	3rd trimester questionnaire
Early postpartum: type of contact & timing	1 month postpartum questionnaire
Postpartum: type of contact & timing	
Non-pregnancy: type of contact and timing	
Data Collection Method	Questionnaire
Length of maternity leave	unknown
How was data analysed?	MANOVA
<b>Evidential Contribution</b>	
Maternal identity change?	All mothers reported that they were more responsible for household duties at 1-month postpartum. First-time mothers showed increases in role differentiation and decreases in satisfaction with roles across the transition; whereas, second-time mothers' reports were relatively stable. Mothers in both groups reported equivalent levels of stress, which increased among all mothers from the prenatal to the postnatal assessment. Positive aspects of marital quality were shown to decline over time for all mothers.
Professional identity change?	

Relationship between maternal and professional identity	
<b>Synthesis</b>	
Key contribution(s) to review question	First- and second-time mothers reported similar amounts of stress and marital dissatisfaction. First-time mothers experienced more gender-based role differentiation postnatally.
Limitations	self reports of a small group of predominantly European American, middle and upper-middle class, well-educated women
Recommendations for future research	Comparing the experiences of first- and second-time mothers is needed, that having a second child is an experience worthy of study, and that studies focusing exclusively on first-time parents should not be extrapolated to parents having a second or subsequent children. Using both mothers' and fathers' reports of the quality of the marriage and the division of labor in the household would provide a more accurate assessment of the family dynamics involved.
Practical application	
Summary	Mothering does not get easier, nor more difficult, the second time around. Since changes in the marriage differ for first- and second-time mothers, the sources of stress may differ. The marital relationship may buffer stress for second-time mothers.
Notes	

<b>Citation</b>	
Title	Cross-domain Identity Transition During Liminal Periods: Constructing Multiple Selves as Professional and Mother During Pregnancy
Author(s)	Ladge, Clair, Greenberg
Date	2012
Journal	Academy of Management Journal
<b>Study Background</b>	
Research question	How do women begin to construct and react to images of possible multiple selves as professionals and mothers during the liminal period of pregnancy?
Subject	Relationship of maternal and professional identities
Conceptual/Qualitative/Quantitative	Qualitative
Ontology	Relativism
Epistemology	Social Constructionism
Identity	SI interpretive
Theoretical foundation	Role transition (Ashforth)
Country	US
<b>Methodology</b>	
Unit of Analysis	Individual
Sample size	30
Subjects studied	Working mothers
Organisational level	Both professional and non-professional
Work experience	3 years professional work experience; 15 individual contributors & 15 managers; various roles incl. IT, consulting, project mgmt
First-time or subsequent mother/parent	First-time

Ethnicity	Multiple
Relationship status	unknown
Length of study	Cross-sectional
Pregnancy: type of contact & timing	one interview
Early postpartum: type of contact & timing	none
Postpartum: type of contact & timing	none
Non-pregnancy: type of contact and timing	
Data Collection Method	Interview
Length of maternity leave	unknown
How was data analysed?	Grounded theory
<b>Evidential Contribution</b>	
Maternal identity change?	Emerging
	Women started to build provisional visions of themselves as working mothers
	We found that two aspects of organizational context had an influence on the tentative working mother images women produced during pregnancy: (1) perceived formal organizational resources for working mothers and (2) informal social context in the form of social interactions with others at work that signaled how these others viewed the women's pregnancy and future motherhood (p.1463) In addition to organizational context, we found that three aspects of personal context shaped women's tentative images as working mothers: (1) pregnancy history, (2) how they were par- ended, and (3) spousal/familial expectations (p.1464).
Professional identity change?	The transition to motherhood for many professionals is a time of recalibration and provides an opportunity to challenge existing identities that may be in need of rethinking. Anticipation of changes to existing work identities in light of emergent nonwork identities, such as parenthood, may cause individuals to self-reflect and to improve upon or alter identities for self- benefit p.1465-66
	We saw three distinct reactions to the uncertainties women experienced and the visions they built of themselves as working mothers: rejection of identity changes to their pro- professional selves in light of their soon-to-be mother status, delaying working through identity changes, and actualization of identity change.
	Organization and personal context as noted above. Pregnancy acts as a triggering event and evokes cross-domain identity-uncertainties focused on the impact of an emerging maternal identity on a woman's professional identity (p.1465)
Relationship between maternal and professional identity	cross-domain: intertwined and recursive; iterative
<b>Synthesis</b>	
Key contribution(s) to review question	Emergent nonwork identities can make existing work identities unstable, particularly when the emergent nonwork identity threatens the established work identity.
Limitations	Small sample: diversity; pregnant women. Cross-sectional (strategies may not be stable)



Recommendations for future research	Multiple interviews with women throughout pregnancy
Practical application	Organizations should help women find ways to realistically envision how to invest in both their maternal and professional identities to enable their continued valuable contributions to their organization (p. 1467) In looking to provide greater support to pregnant professional women during this identity transition process, organizations and individuals may proactively mentor or coach pregnant professional woman. p. 1467
Summary	Pregnancy triggers the emergence of the maternal identity and this impacts the professional identity. The two identities are changing and influencing each other simultaneously. The process is iterative. During pregnancy, women are deciding how they will be as working mothers. This process is influenced by organisational and personal context.
Notes	

<b>Citation</b>	
Title	Negotiating Maternity Leave Expectations
Author(s)	Liu,Meina;Buzzanell,Patrice M.
Date	2004
Journal	Journal of Business Communication
<b>Study Background</b>	
Research question	How do women who felt discouraged about employment and career opportunities at the time of their maternity leaves describe and evaluate their expectations and treatment as well as their abilities to negotiate concerns with their bosses?
Subject	Transition within organisation
Conceptual/Qualitative/Quantitative	Mixed methods
Ontology	Nominalism
Epistemology	Social Constructionism
Identity	
Theoretical foundation	
Country	US
<b>Methodology</b>	
Unit of Analysis	Individual
Sample size	15
Subjects studied	Working mothers
Organisational level	Both professional and non-professional
Work experience	e.g. bartenders, secretaries, consultants
First-time or subsequent mother/parent	Mixed
Ethnicity	>80% White
Relationship status	13 partnered; 2 unpartnered
Length of study	Cross-sectional
Pregnancy: type of contact & timing	N/A
Early postpartum: type of contact & timing	N/A
Postpartum: type of contact & timing	Average six years since maternity leave questionnaire & interview

Non-pregnancy: type of contact and timing	
Data Collection Method	Mixed: questionnaire; interview
Length of maternity leave	
How was data analysed?	Grounded theory
<b>Evidential Contribution</b>	
Maternal identity change?	
Professional identity change?	Discouragement about employment and career opportunities at the times of their leaves. Our participants perceived themselves as unable to negotiate their roles, work conditions, or timing of their leaves with their bosses (p.341). overt, covert, and institutional discourses and practices shaped and were shaped by participants' and bosses' expectations and ethics (p.341)
Relationship between maternal and professional identity	Workplace pregnancy and maternity leave often are viewed as disruptions in normal organizing processes that pose dilemmas for bosses who must manage work flow, resources, and (presumably) impartial treatment of workers. Situated within these traditional (masculine) organizational concerns, some women also might perceive their maternity leaves to be dilemmas (p.328). Pregnancy and maternity leave seemed to operate as statuses that created new requests of superiors and coworkers, changed some conversational topics, and challenged women's work identities (p.341).
<b>Synthesis</b>	
Key contribution(s) to review question	overt, covert, and institutional discourses and practices shaped and were shaped by participants' and bosses' expectations and ethics (p.341)
Limitations	Women employed in other areas, from different backgrounds, with supervisory experience, from a larger number of organizations, and from countries with more (or less) progressive policies may have quite dissimilar maternity leave experiences, expectations, and abilities to negotiate roles, pregnancy accommodations, and maternity leaves. Women's accounts were retrospective.
Recommendations for future research	How tensions between justice and care ethics could hinder implementation of truly innovative and productive work- family policies.
Practical application	Women should be better informed. Supervisors should receive training.
Summary	In this study, women who had maternity leaves indicated that their treatment often differed so greatly from expectations that they were unable to communicate and negotiate with their bosses. Viewed
Notes	The women were not in professional roles and had limited influence on how they worked.

<b>Citation</b>	
Title	(De)constructing Paula Radcliffe: Exploring media representations of elite running, pregnancy and motherhood through cultural sport psychology
Author(s)	McGannon, Kerry R.;Curtin, Kim;Schinke, Robert J.;Schweinbenz, Amanda N.
Date	2012
Journal	Psychology of Sport and Exercise
<b>Study Background</b>	
Research question	how the media manages and constructs one elite athlete's (Paula Radcliffe) identities within the context of motherhood and sport

Subject	What is the role of a mother?
Conceptual/Qualitative/Quantitative	Qualitative
Ontology	Nominalism
Epistemology	Social Constructionism
Identity	Postmodernism (sociological variant)
Theoretical foundation	Cultural sports psychology & socially constructed identity (Phoenix)
Country	US
<b>Methodology</b>	
Unit of Analysis	Editorial content
Sample size	2 issues
Subjects studied	Two issues of Runner's World
Organisational level	Text
Work experience	Professional athlete
First-time or subsequent mother/parent	Mixed
Ethnicity	White
Relationship status	partnered
Length of study	Text
Pregnancy: type of contact & timing	N/A
Early postpartum: type of contact & timing	N/A
Postpartum: type of contact & timing	N/A
Non-pregnancy: type of contact and timing	Textual analysis of 2 issues of Runners World discussing Paula Radcliffe
Data Collection Method	Secondary source
Length of maternity leave	N/A
How was data analysed?	Hierarchical content analysis
<b>Evidential Contribution</b>	
Maternal identity change?	
Professional identity change?	
Relationship between maternal and professional identity	An athlete and mother as one identity was linked to enhanced physical training and performance, reinforcing an elite athlete identity and a high performance sport narrative (p.824). A primarily mother; athlete as secondary identity was linked to Paula's elite athlete identity being downplayed within the RWtexts, with athletic accomplishments positioned as less fulfilling until one becomes a mother (p.824).
<b>Synthesis</b>	
Key contribution(s) to review question	Identity can therefore be viewed as (re)negotiated endeavours which are formed though personal experiences, cultural and historical contexts and values preserved by surrounding narratives (p.827)
Limitations	As our study was a textual analysis of media, we cannot know for certain how cultural narratives identified in the construction of Paula's identity may inform athlete's subjectivities. (p.828)
Recommendations for future research	explore new mothering athletes from social and cultural different backgrounds (e.g., minority athletes, single mothers) who may lack the narrative and material resources necessary to (re)negotiate their identities as new mothers in light of sport and career goals

Practical application	
Summary	
Notes	

<b>Citation</b>	
Title	Becoming a Mother Versus Maternal Role Attainment
Author(s)	Mercer,Ramona T.
Date	2004
Journal	Journal of Nursing Scholarship
<b>Study Background</b>	
Research question	To develop a case for the replacement of MRA with BAM
Subject	(Conceptual)
Conceptual/Qualitative/Quantitative	Conceptual
Ontology	
Epistemology	Positivism
Identity	
Theoretical foundation	Maternal role attainment
Country	US
<b>Methodology</b>	
Unit of Analysis	(Conceptual)
Sample size	
Subjects studied	(Conceptual)
Organisational level	(Conceptual)
Work experience	
First-time or subsequent mother/parent	
Ethnicity	N/A
Relationship status	
Length of study	(Conceptual)
Pregnancy: type of contact & timing	
Early postpartum: type of contact & timing	
Postpartum: type of contact & timing	
Non-pregnancy: type of contact and timing	
Data Collection Method	(Conceptual)
Length of maternity leave	
How was data analysed?	
<b>Evidential Contribution</b>	
Maternal identity change?	New names for stages in the process of establishing a maternal identity in BAM were derived from the qualitative data: (a) commitment, attachment, and preparation (pregnancy); (b) acquaintance, learning, and physical restoration (first 2 to 6 weeks following birth); (c) moving toward a new normal (2 weeks to 4 months); and (d) achievement of the maternal identity (around 4 months) (p.231).

	Perceived confidence and competence in mothering and self-reported feelings about the infant were used consistently as constructs reflecting BAM in earlier and current research (p.230).
Professional identity change?	
Relationship between maternal and professional identity	
<b>Synthesis</b>	
Key contribution(s) to review question	New names for stages in the process of establishing a maternal identity in BAM were derived from the qualitative data: (a) commitment, attachment, and preparation (pregnancy); (b) acquaintance, learning, and physical restoration (first 2 to 6 weeks following birth); (c) moving toward a new normal (2 weeks to 4 months); and (d) achievement of the maternal identity (around 4 months) (p.231).
Limitations	
Recommendations for future research	
Practical application	
Summary	Women's descriptions of the life-transforming experience in becoming a mother with the concomitant growth, development, and new self-definition are not adequately encompassed in MRA terminology. The maternal persona continues to evolve as the child's developmental challenges and life's realities lead to disruptions in the mother's feelings of competence and self-confidence. The argument is made to replace "maternal role attainment" with "becoming a mother" to connote the initial transformation and continuing growth of the mother identity (p.231).
Notes	

<b>Citation</b>	
Title	The transition to motherhood in an organizational context: An interpretative phenomenological analysis
Author(s)	Millward, Lynne J.
Date	2006
Journal	Journal of Occupational and Organizational Psychology
<b>Study Background</b>	
Research question	how do female employees 'make sense' of their maternity experience from becoming pregnant, through a period of leave and then return to work, in an organizational context
Subject	Transition within organisation
Conceptual/Qualitative/Quantitative	Qualitative
Ontology	Nominalism
Epistemology	Social Constructionism
Identity	Postmodern (psychological variant)
Theoretical foundation	Social Identity Theory
Country	UK
<b>Methodology</b>	
Unit of Analysis	Individual
Sample size	6

Subjects studied	Working mothers
Organisational level	Both professional and non-professional
Work experience	e.g. PR manager, tax consultant, buyer
First-time or subsequent mother/parent	First-time
Ethnicity	Not specified
Relationship status	partnered
Length of study	Longitudinal
Pregnancy: type of contact & timing	5-7 months pre-birth interview
Early postpartum: type of contact & timing	none
Postpartum: type of contact & timing	8-12 weeks after returning to work interview
Non-pregnancy: type of contact and timing	
Data Collection Method	Interview
Length of maternity leave	26 weeks (full-pay entitlement)
How was data analysed?	Interpretive phenomenological analysis
<b>Evidential Contribution</b>	
Maternal identity change?	All nonetheless said they felt guilty – although some more than others – about the prospect of going back to work(p.323)
Professional identity change?	<p>During pregnancy becoming invisible to the organization as a valued employee. Some women were fearful of losing their professional identities (p.323). Exclusion from organisational plans created confusion and uncertainty among women, in particular, about their future in the organization.</p> <p>The effort to reconcile work with motherhood was aided not only by financial (i.e. cannot afford to stay at home) and career-based (e.g. skill depletion) justifications but also by developing alternative ‘good mother’ scripts emphasizing the developmental benefits to their children afforded by the child-care experience (e.g. mixing with other children) (p.324). Role models were also helpful in the transition.</p>
Relationship between maternal and professional identity	during pregnancy the experience of gradual invisibility was in all cases tempered somewhat by an emerging sense of ‘motherhood’ as a point of reference for self-validation (p.323). The reality of motherhood in the context of work was not seriously entertained until the baby had arrived and dilemmas began to emerge as to whether going back to work was or was not a good thing (p.323). Social comparison processes (Festinger, 1954) seemed to help all of the women to feel re-included (especially if they could see a successful precedent) and to feel restored in their sense of belonging without having to make too much effort to re-engage (p.324).
<b>Synthesis</b>	

Key contribution(s) to review question	During the pre-leave period, the key personal concern for women was to maintain a viable employee identity while the organization prepared for the labour resource issue arising from their impending absence. The discontinuity implied by cover arrangements (e.g. a reshuffling of responsibilities within a team) created feelings of gradual dislocation and invisibility. For all, apart from one woman, the transition to motherhood itself created return dilemmas arising from anxiety about being a good mother benchmarked, in particular, against women who had opted for full-time motherhood. On return, the key issue for women was to re-establish a viable employee identity despite guilt about their maternal responsibilities, perceptions of colleagues implicit doubts about their continued job or organizational commitment, altered actual job responsibilities and the practicalities of juggling the new reality of work and family life (p.324).
Limitations	
Recommendations for future research	The role of partners could be explicitly investigated. A study of how men experience the transition to fatherhood in an organizational context can also be envisaged.
Practical application	It seems that women may appreciate an opportunity to take some ownership of, or at least have some involvement in, organizing cover. It may also be important to help women (who want to) to retain a sense of continuity of organizational membership during their leave period. Facilitate an open discussion about expectations both during pregnancy and on return, and also to provide systematic support at the interface between leave and return, perhaps by offering support for child care or simply by helping women reintegrate psychologically back into the workplace
Summary	The transition is accompanied by changes in women's identities which result in changes in their psychological contracts with the organisation. The results highlight the need for organizations systematically to reckon with the maternal side of the mother–baby separation process and its inextricable link with the work readjustment process.
Notes	

<b>Citation</b>	
Title	Chinese primiparous women's experiences of early motherhood: Factors affecting maternal role competence
Author(s)	Ngai,Fei-Wan;Chan,Sally W. C.;Holroyd,Eleanor
Date	2011
Journal	Journal of Clinical Nursing
<b>Study Background</b>	
Research question	to describe maternal role competence from the perspective of first-time Chinese mothers and examine the nature and interplay of factors affecting maternal role competence
Subject	What is the role of a mother?
Conceptual/Qualitative/Quantitative	Qualitative
Ontology	
Epistemology	Social Constructionism
Identity	
Theoretical foundation	
Country	China

<b>Methodology</b>	
Unit of Analysis	Individual
Sample size	26
Subjects studied	Mothers and working mothers
Organisational level	Not specified
Work experience	
First-time or subsequent mother/parent	First-time
Ethnicity	Not specified
Relationship status	partnered
Length of study	Cross-sectional
Pregnancy: type of contact & timing	none
Early postpartum: type of contact & timing	none
Postpartum: type of contact & timing	6 weeks postpartum interview
Non-pregnancy: type of contact and timing	
Data Collection Method	Interview
Length of maternity leave	unknown
How was data analysed?	Content analysis
<b>Evidential Contribution</b>	
Maternal identity change?	Factors facilitating maternal role competence included positive experiences of infant care, success in breastfeeding, well-being of infant and availability of social support (p.1484). Factors impeding maternal role competence included lack of personal knowledge and experiences of infant care and contradicting information from various sources (p.1485).
Professional identity change?	
Relationship between maternal and professional identity	
<b>Synthesis</b>	
Key contribution(s) to review question	Personal knowledge and experience of infant care, success in breastfeeding, infant's well-being, availability of social support and contradictory information from various sources were major factors affecting maternal role competency.
Limitations	Sample from one hospital in HK and cross-sectional design.
Recommendations for future research	There is a need to bridge the gap between cultural and western postpartum and child care practice. Future studies could be carried out in China or Taiwan to determine the transferability of these findings to other Chinese mothers.
Practical application	Providing information regarding parenting skills and infant behaviour, as well as effective coping strategies in the childbirth education classes is essential to strengthen women's confidence in maternal role decision-making. Extending the childbirth education programmes from the antenatal period into the early postnatal period with the provision of information and guidance for parenting may be particularly valuable to first-time mothers.



Summary	Women perceived a competent mother as being able to make a commitment to caring for the physical and emotional well-being of child, while cultivating appropriate values for childhood. Personal knowledge and experience of infant care, success in breastfeeding, infant's well-being, availability of social support and contradictory information from various sources were major factors affecting maternal role competency.
Notes	Clarify how maternal role competence is related to maternal identity

<b>Citation</b>	
Title	Unassailable Motherhood, Ambivalent Domesticity: The Construction of Maternal Identity in Ladies' Home Journal in 1946
Author(s)	Odland, Sarah Burke
Date	2010
Journal	Journal of Communication Inquiry
<b>Study Background</b>	
Research question	How did Ladies' Home Journal Construct maternal identity in 1946?
Subject	What is the role of a mother?
Conceptual/Qualitative/Quantitative	Qualitative
Ontology	Nominalism
Epistemology	Social Constructionism
Identity	SI interpretive
Theoretical foundation	Identity (Hall)
Country	US
<b>Methodology</b>	
Unit of Analysis	Editorial and advertising content
Sample size	12 issues
Subjects studied	Ladies' Home Journal in 1946 (12 issues)
Organisational level	Text
Work experience	
First-time or subsequent mother/parent	
Ethnicity	White
Relationship status	partnered
Length of study	Text
Pregnancy: type of contact & timing	N/A
Early postpartum: type of contact & timing	N/A
Postpartum: type of contact & timing	N/A
Non-pregnancy: type of contact and timing	Textual analysis of 12 issues of Ladies' Home Journal in 1946 for constructions of motherhood
Data Collection Method	Secondary source
Length of maternity leave	N/A
How was data analysed?	Content analysis
<b>Evidential Contribution</b>	

Maternal identity change?	Motherhood was a woman's highest and most important calling, and its proper performance involved women selflessly attending to the needs of their children within the confines of the home
	In its nearly unequivocal treatment of maternal identity, and in its position as the top-selling women's magazine of the period, Ladies' Home Journal undoubtedly influenced many women's perceptions about what constituted the appropriate performance of motherhood in the immediate postwar period (p.80)
Professional identity change?	
Relationship between maternal and professional identity	
<b>Synthesis</b>	
Key contribution(s) to review question	The magazine made clear that before a woman became a mother, participation in paid labor was acceptable— even celebrated in some instances—but once she took on the role of mother, she was expected to abandon her career and return to the home—or in the case of the writers of Ladies' Home Journal, to find a career that ensured that the proper performance of domestic motherhood would go on unimpeded. Moreover, the implicit assumption throughout the magazine's treatment of motherhood is that all women would eventually become mothers; Ladies' (p.78)
Limitations	While an audience reception analysis is outside the scope of this study, we can safely assume that readers of Ladies' Home Journal in 1946 would have had a varied reaction to the magazine, accepting dominant or preferred readings in certain instances and resisting or reading messages oppositionally in other instances (Hall, 1980) (p.79).
Recommendations for future research	
Practical application	
Summary	In the pages of Ladies' Home Journal, however, this cultural confusion and discontent found limited expression, extending only to the magazine's discussion of domesticity; portrayals of motherhood failed to reflect any of the societal tensions surrounding gender roles. By separating the concept of motherhood from domesticity, and therefore altering the analytical lens through which scholars have traditionally examined discursive constructions of postwar female identity in women's magazines, this study finds that while Ladies' Home Journal did not require domesticity of all women, it did require domesticity of all mothers (p.78)
Notes	Magazine portrayals may influence but, it is difficult to say to what extent.

<b>Citation</b>	
Title	Explaining career motivation among female doctors in the Netherlands: the effects of children, views on motherhood and work-home cultures
Author(s)	Pas,Berber;Peters,Pascale;Eisinga,Rob;Doorewaard,Hans;Lagro-Janssen,Toine
Date	2011
Journal	Work, Employment & Society
<b>Study Background</b>	

Research question	how does having children affect the career motivation of female doctors, and is this relationship mediated by their views on motherhood?
Subject	Career motivation
Conceptual/Qualitative/Quantitative	Quantitative
Ontology	Realism
Epistemology	Positivism
Identity	
Theoretical foundation	
Country	Netherlands
<b>Methodology</b>	
Unit of Analysis	Individual
Sample size	1070
Subjects studied	Working women
Organisational level	Professional
Work experience	Doctors
First-time or subsequent mother/parent	Mixed
Ethnicity	Not specified
Relationship status	955 partnered; 135 single
Length of study	Cross-sectional
Pregnancy: type of contact & timing	N/A
Early postpartum: type of contact & timing	N/A
Postpartum: type of contact & timing	N/A
Non-pregnancy: type of contact and timing	Questionnaire
Data Collection Method	Questionnaire
Length of maternity leave	N/A
How was data analysed?	Factor Analysis, ANOVA, regression
<b>Evidential Contribution</b>	
Maternal identity change?	
Professional identity change?	The results of our study suggest that such policies and practices to improve the work-life balance of employees could be a 'hygiene factor' (Herzberg, 1966): not offering these benefits could negatively affect the career motivation of female workers, but offering them does not positively affect their career motivation.
Relationship between maternal and professional identity	Neither having children nor the age of the youngest child significantly affects the career motivation of female doctors. However, views on motherhood and a supportive work-home culture do affect female doctors' career motivation. Governmental
<b>Synthesis</b>	
Key contribution(s) to review question	Organisations may influence women's career motivation by supporting their career goals
Limitations	cross-sectional design; many hypotheses unsupported by the data; specific to NL

Recommendations for future research	Future studies and government policies should focus more on how working women with children can be supported in aiming for positions that suit their prior efforts, rather than solely offering fringe benefits for work- life balance expecting that this will fix the gendered inequality in top medical positions. (p.502)
Practical application	Support women's career goals, not work-life balance per se
Summary	views on motherhood and a supportive work-home culture do affect female doctors' career motivation: traditional view of motherhood associated with less motivation; support for career goals associate with more motivation
Notes	

<b>Citation</b>	
Title	The cognitive processes of career-oriented primiparas in identity reformulation
Author(s)	Pickens,Dorothy S.
Date	1982
Journal	Maternal-Child Nursing Journal
<b>Study Background</b>	
Research question	What are the cognitive processes of career-oriented first-time mothers in identity reformulation?
Subject	Effect of transition on identity
Conceptual/Qualitative/Quantitative	Qualitative
Ontology	Relativism
Epistemology	Social Constructionism
Identity	Postmodern (psychological variant)
Theoretical foundation	Identity (Erikson, 1964)
Country	US
<b>Methodology</b>	
Unit of Analysis	Individual
Sample size	5
Subjects studied	Working mothers
Organisational level	Both professional and non-professional
Work experience	e.g. first level manager; school teachers; sales
First-time or subsequent mother/parent	First-time
Ethnicity	White
Relationship status	4 partnered; 1 unpartnered
Length of study	Longitudinal
Pregnancy: type of contact & timing	none
Early postpartum: type of contact & timing	2-5 weeks interview
Postpartum: type of contact & timing	16-17 weeks interview
Non-pregnancy: type of contact and timing	
Data Collection Method	Interview
Length of maternity leave	between 6 weeks and 7 months postpartum

How was data analysed?	Content analysis
<b>Evidential Contribution</b>	
Maternal identity change?	By the 4th month postpartum, mothers rated themselves more positively as mothers.
Professional identity change?	Loss of identification with her work group brought a further sense of emptiness to one mother (p.153). Less freedom in her career now that she was a mother (p.153). Women looked to role models of combining careers and motherhood (p.162).
Relationship between maternal and professional identity	Six cognitive processes of identity reformulation were identified: Reviewing, Projecting, Planning, Cost Accounting, Weighing, Assessing
<b>Synthesis</b>	
Key contribution(s) to review question	The women used models to affirm for themselves that career and maternal roles were not incompatible. In reformulating an identity, the women desired continuity with the former self. They sought to reestablish those traits which they valued in themselves (p.162).
Limitations	Interviews were not audiotaped. No discussion during pregnancy, although 4 of the mothers had decided before delivery to continue in their careers.
Recommendations for future research	
Practical application	
Summary	Six cognitive processes of identity reformulation were identified: Reviewing, Projecting, Planning, Cost Accounting, Weighing, Assessing
Notes	

<b>Citation</b>	
Title	Attainment of the Maternal Role: Part I. Processes
Author(s)	Rubin, Reva
Date	1967
Journal	Nursing Research
<b>Study Background</b>	
Research question	What is the process of maternal role attainment?
Subject	Maternal identity development
Conceptual/Qualitative/Quantitative	Qualitative
Ontology	Relativism
Epistemology	Social Constructionism
Identity	SI interactionism
Theoretical foundation	Identity (Mead)
Country	US
<b>Methodology</b>	
Unit of Analysis	Individual
Sample size	9
Subjects studied	Mothers
Organisational level	N/A
Work experience	
First-time or subsequent mother/parent	Mixed

Ethnicity	Not specified
Relationship status	unknown
Length of study	Longitudinal
Pregnancy: type of contact & timing	12 interviews during pregnancy
Early postpartum: type of contact & timing	11 interviews within the first month after delivery
Postpartum: type of contact & timing	
Non-pregnancy: type of contact and timing	
Data Collection Method	Interview
Length of maternity leave	unknown
How was data analysed?	Interpretive phenomenological analysis
<b>Evidential Contribution</b>	
Maternal identity change?	Maternal role attainment consists of Mimicry, Role Play, Fantasy, Introjection-Projection-Rejection, Role Identity and Grief Work A sense of being in their roles, a sense of comfort about where they had been and where they were going, then role achievement could be said to exist (p.243)
	Models, precedents
Professional identity change?	
Relationship between maternal and professional identity	
<b>Synthesis</b>	
Key contribution(s) to review question	Stages of maternal role attainment
Limitations	Because primiparas tend not to stay in hospital as long postpartum, fewer interviews with them; limited data presented
Recommendations for future research	
Practical application	
Summary	Process of Maternal Role Attainment presented
Notes	

<b>Citation</b>	
Title	Transition to motherhood and the self: Measurement, stability, and change
Author(s)	Ruble,Diane N.;Brooks-Gunn,J.;Fleming,Alison S.;Fitzmaurice,Garrett;Stangor,Charles;Deutsch,Francine
Date	1990
Journal	Journal of Personality and Social Psychology
<b>Study Background</b>	
Research question	How do different ways of conceptualizing and measuring change lead to different conclusions about what is changing during the transition to motherhood?
Subject	Measuring change during the transition to motherhood

Conceptual/Qualitative/Quantitative	Quantitative
Ontology	Realism
Epistemology	Positivism
Identity	
Theoretical foundation	
Country	US
<b>Methodology</b>	
Unit of Analysis	Individual
Sample size	667
Subjects studied	Mothers
Organisational level	N/A
Work experience	
First-time or subsequent mother/parent	First-time
Ethnicity	>80% White
Relationship status	partnered
Length of study	Both longitudinal (N=51) and cross-sectional (N=667)
Pregnancy: type of contact & timing	Pregnancy questionnaire
Early postpartum: type of contact & timing	1-3 months postpartum questionnaire
Postpartum: type of contact & timing	1-3 months postpartum questionnaire
Non-pregnancy: type of contact and timing	
Data Collection Method	Questionnaire
Length of maternity leave	
How was data analysed?	Exploratory factor analysis; Maximum likelihood confirmatory factor analysis; Goodness-of-fit index; ANOVAs
<b>Evidential Contribution</b>	
Maternal identity change?	Social orientation may change: Relationship with Husband, Interest in Sex, and Social Boredom. These finding suggest that it may be difficult to predict how women will view their social relationships after the baby is born as compared with their feelings before the birth (p.462).
Professional identity change?	
Relationship between maternal and professional identity	
<b>Synthesis</b>	
Key contribution(s) to review question	Social orientation may change: Relationship with Husband, Interest in Sex, and Social Boredom. These finding suggest that it may be difficult to predict how women will view their social relationships after the baby is born as compared with their feelings before the birth (p.462).
Limitations	
Recommendations for future research	Are higher order factors with respect to other role transitions organized in terms of the same four domains? Is the affective-cognitive distinction useful as applied to the organization of relevant attitudes? Are attitudes about interpersonal relations most susceptible to instability during other kinds of transitions?

Practical application	
Summary	Does instability of attitudes about interpersonal relations extend to workplace relationships?
Notes	

<b>Citation</b>	
Title	Maternal employment and gender role attitudes: dissonance among British men and women in the transition to parenthood
Author(s)	Schober,Pia;Scott,Jacqueline
Date	2012
Journal	Work, Employment & Society
<b>Study Background</b>	
Research question	How do changes in gender role attitudes of couples after childbirth relate to women's paid work and the type of childcare used?
Subject	Gender role attitude and employment
Conceptual/Qualitative/Quantitative	Quantitative
Ontology	Realism
Epistemology	Positivism
Identity	
Theoretical foundation	Cognitive dissonance (Festinger)
Country	UK
<b>Methodology</b>	
Unit of Analysis	Paired individuals
Sample size	337
Subjects studied	Mothers and fathers (at least one partner working)
Organisational level	Not specified
Work experience	Part-time, full-time and unemployed
First-time or subsequent mother/parent	First-time
Ethnicity	Multiple
Relationship status	partnered
Length of study	Longitudinal
Pregnancy: type of contact & timing	before birth survey
Early postpartum: type of contact & timing	deliberately excluded
Postpartum: type of contact & timing	after birth (two or three years depending upon when questions were asked in relation to birth) survey
Non-pregnancy: type of contact and timing	
Data Collection Method	Questionnaire
Length of maternity leave	unknown
How was data analysed?	Structural Equation Modelling
<b>Evidential Contribution</b>	
Maternal identity change?	
Professional identity change?	The analysis shows that the labour market return of mothers and childcare choices are significantly associated with changes in both partners' attitudes.



	Gender role attitudes; prenatal economic resources and attitudes of women
Relationship between maternal and professional identity	The prenatal economic resources and attitudes of women are also found to impact on the extent of change in their labour market participation after having a child and this indirectly alters their own and their partners' gender role attitudes
<b>Synthesis</b>	
Key contribution(s) to review question	Women's labour force participation is dependent upon gender role attitudes and their prenatal economic resources
Limitations	
Recommendations for future research	
Practical application	
Summary	The analysis shows that the labour market return of mothers and childcare choices are significantly associated with changes in both partners' attitudes. The prenatal economic resources and attitudes of women are also found to impact on the extent of change in their labour market participation after having a child and this indirectly alters their own and their partners' gender role attitudes.
Notes	Doesn't specifically address professional identity, but the decision to return to work.

<b>Citation</b>	
Title	I Think Motherhood for me was a bit Like a Double-Edged Sword': The Narratives of Older Mothers
Author(s)	Shelton,Nikki;Johnson,Sally
Date	2006
Journal	Journal of Community & Applied Social Psychology
<b>Study Background</b>	
Research question	to explore the transition to, and lived experience of, delayed first-time motherhood from a narrative perspective
Subject	Experience of transition
Conceptual/Qualitative/Quantitative	Qualitative
Ontology	Nominalism
Epistemology	Social Constructionism
Identity	Postmodern (psychological variant)
Theoretical foundation	Identity (Gergen)
Country	UK
<b>Methodology</b>	
Unit of Analysis	Individual; interpersonal (researcher); societal
Sample size	5
Subjects studied	Working mothers
Organisational level	Non-professional
Work experience	office-based occupations that did not require professional training (p.319)
First-time or subsequent mother/parent	Mixed
Ethnicity	>80% White
Relationship status	partnered
Length of study	Cross-sectional

Pregnancy: type of contact & timing	N/A
Early postpartum: type of contact & timing	N/A
Postpartum: type of contact & timing	N/A
Non-pregnancy: type of contact and timing	narrative history of their experience of becoming a mother (retrospective)
Data Collection Method	Interview
Length of maternity leave	N/A
How was data analysed?	Interpretive phenomenological analysis
<b>Evidential Contribution</b>	
Maternal identity change?	I think motherhood has made me a kinder, nicer person (p.323). Maternal identity integration is a process (p.325)
	‘paradox of delayed parenthood’, where older women’s decreasing physical capacity to meet the long-term challenges of raising children begins to counteract the psychological benefits that are associated with delayed motherhood (Mirowsky & Ross, 2002, p. 1283). Experiencing loss in many ways when she became a mother— identity, youth, freedom, spontaneity, control, sanity, power, self-esteem, connection with Peter (her husband) (p.322).
	pressure exerted by societal narratives (p.327)
Professional identity change?	
Relationship between maternal and professional identity	
<b>Synthesis</b>	
Key contribution(s) to review question	Though older motherhood is now seen as socially acceptable developmentally as it bestows certain psychological advantages, the ideologies of motherhood impose expectations which can force women into particular ‘ways of being’ which undermined their sense of identity. However, these ideologies are not wholly deterministic, and the individual stories convey a sense of agency, in that the women negotiated a way through them. (p.328)
Limitations	
Recommendations for future research	
Practical application	This could involve specifically dealing with the realities of motherhood in antenatal classes,
Summary	
Notes	

<b>Citation</b>	
Title	Transforming identities: A repertory grid case study of the transition to motherhood
Author(s)	Smith,Jonathan A.
Date	1990
Journal	British Journal of Medical Psychology

<b>Study Background</b>	
Research question	How does the transition affect her personal identity system? What impact does it have on her perception of the psychological connections within her immediate social network? What is the relationship between contemporaneous and retrospective perception?
Subject	Effect of transition on identity
Conceptual/Qualitative/Quantitative	Qualitative
Ontology	Relativism
Epistemology	Social Constructionism
Identity	SI interpretive
Theoretical foundation	Identity (Mead)
Country	UK
<b>Methodology</b>	
Unit of Analysis	Individual
Sample size	1
Subjects studied	Working mothers
Organisational level	Professional
Work experience	occupational therapist
First-time or subsequent mother/parent	First-time
Ethnicity	Not specified
Relationship status	partnered
Length of study	Longitudinal
Pregnancy: type of contact & timing	3, 6 & 9 months pregnant interviews, rep grid and diaries
Early postpartum: type of contact & timing	none
Postpartum: type of contact & timing	5 months after birth interview, rep grid and diary
Non-pregnancy: type of contact and timing	
Data Collection Method	Repertory grid; Diary; Interview
Length of maternity leave	unknown
How was data analysed?	Interpretive phenomenological analysis
<b>Evidential Contribution</b>	
Maternal identity change?	<p>During pregnancy and transition to motherhood we see the growth of a more coherent self-concept. We also see a psychological meshing with important others: partner (throughout) and mother (up to nine months pregnant) (p.249).</p> <p>Transition to motherhood involves a more integrated self-concept and the perception of closer psychological links within her immediate social network through the pregnancy</p>
Professional identity change?	
Relationship between maternal and professional identity	
<b>Synthesis</b>	

Key contribution(s) to review question	Transition to motherhood involves a more integrated self-concept and the perception of closer psychological links within her immediate social network through the pregnancy
Limitations	one woman's experience
Recommendations for future research	Conduct research in which the participant feels personally involved (reflexivity).
Practical application	
Summary	Pregnancy represents a fusion of internal and external. Study also highlighted differences between contemporaneous and retrospective accounts. Demonstrated a method for exploring reflexivity.
Notes	No mention of work. Same dataset (one case) as in Smith, 1994 above

<b>Citation</b>	
Title	Conceiving selves: A case study of changing identities during the transition to motherhood
Author(s)	Smith,Jonathan A.
Date	1991
Journal	Journal of Language and Social Psychology
<b>Study Background</b>	
Research question	What is the effect of the transition to motherhood on one woman's accounts of identity?
Subject	Effect of transition on identity
Conceptual/Qualitative/Quantitative	Qualitative
Ontology	Nominalism
Epistemology	Social Constructionism
Identity	SI interpretive
Theoretical foundation	Identity (Mead)
Country	UK
<b>Methodology</b>	
Unit of Analysis	Individual
Sample size	1
Subjects studied	Working mothers
Organisational level	Professional
Work experience	occupational therapist
First-time or subsequent mother/parent	First-time
Ethnicity	Not specified
Relationship status	partnered
Length of study	Longitudinal
Pregnancy: type of contact & timing	3, 6 & 9 months pregnant interviews, diary
Early postpartum: type of contact & timing	none
Postpartum: type of contact & timing	5 months after birth interview and diary
Non-pregnancy: type of contact and timing	
Data Collection Method	Diary; interview

Length of maternity leave	unknown
How was data analysed?	Interpretive phenomenological analysis
<b>Evidential Contribution</b>	
Maternal identity change?	The beginning of pregnancy is characterised as a psychological turn inwards. At seven months pregnant this changes: The psychological turn inwards, the self containing which Clare describes as the preparatory phase of pregnancy, is here counteracted by a simultaneous pull in the opposite direction -- towards engagement with key others (p.234). At nine months: Thus, an apparent concomitant of a moving on and away from self containment together with increased engagement with key others is the growing recognition of the importance of one's role in relation to others, the incorporation of a changing 'social' identity (p.236).
Professional identity change?	
Relationship between maternal and professional identity	
<b>Synthesis</b>	
Key contribution(s) to review question	
Limitations	
Recommendations for future research	Research with partners during the transition and a study of the pre-existing discourse a new mother is informed by, and draws upon, during the transition
Practical application	
Summary	The complex and ambiguous nature of the process is highlighted, for example, in the woman's move towards self-containment as a well as engagement with key others.
Notes	Same dataset (one case) as in Smith, 1994 above

<b>Citation</b>	
Title	Reconstructing selves: An analysis of discrepancies between women's contemporaneous and retrospective accounts of the transition to motherhood
Author(s)	Smith,Jonathan A.
Date	1994
Journal	British Journal of Psychology
<b>Study Background</b>	
Research question	Do women's accounts of pregnancy recorded in real-time differ from those obtained retrospectively?
Subject	Comparing real-time and retrospective accounts
Conceptual/Qualitative/Quantitative	Qualitative
Ontology	Relativism
Epistemology	Social Constructionism
Identity	SI interpretive
Theoretical foundation	Identity (Mead)
Country	UK
<b>Methodology</b>	
Unit of Analysis	Individual

Sample size	4
Subjects studied	Working mothers
Organisational level	Both professional and non-professional
Work experience	occupational therapist; bank clerk; charity development officer; blood transfusion aide
First-time or subsequent mother/parent	First-time
Ethnicity	White
Relationship status	partnered
Length of study	Longitudinal
Pregnancy: type of contact & timing	3, 6 & 9 months pregnant interviews, rep grid and diaries
Early postpartum: type of contact & timing	none
Postpartum: type of contact & timing	5 months after birth interview, rep grid and diary
Non-pregnancy: type of contact and timing	
Data Collection Method	Repertory grid; Diary; Interview
Length of maternity leave	unknown
How was data analysed?	Interpretive phenomenological analysis
<b>Evidential Contribution</b>	
Maternal identity change?	Looking back after birth, women may modify their accounts of pregnancy, constructing various self-enhancing narratives of for example personal growth or continuity sometimes in different, sometimes the same piece of data -- caused by cognition, motivation and discourse all working together (p.390).
Professional identity change?	
Relationship between maternal and professional identity	
<b>Synthesis</b>	
Key contribution(s) to review question	
Limitations	
Recommendations for future research	
Practical application	
Summary	Retrospection leads to reconstruction of the transition, stressing continuities in the process
Notes	

<b>Citation</b>	
Title	Identity development during the transition to motherhood: An interpretive phenomenological analysis
Author(s)	Smith,Jonathan A.
Date	1999
Journal	Journal of Reproductive and Infant Psychology
<b>Study Background</b>	

Research question	Does the transition to motherhood have significant effects on a woman's sense of identity?
Subject	Effect of transition on identity
Conceptual/Qualitative/Quantitative	Qualitative
Ontology	Relativism
Epistemology	Social Constructionism
Identity	SI interpretive
Theoretical foundation	Grounded theory
Country	UK
<b>Methodology</b>	
Unit of Analysis	Individual
Sample size	4
Subjects studied	Working mothers
Organisational level	Both professional and non-professional
Work experience	occupational therapist; bank clerk; charity development officer; blood transfusion aide
First-time or subsequent mother/parent	First-time
Ethnicity	White
Relationship status	partnered
Length of study	Longitudinal
Pregnancy: type of contact & timing	3, 6 & 9 months pregnant interviews, rep grid and diaries
Early postpartum: type of contact & timing	none
Postpartum: type of contact & timing	5 months after birth interview, rep grid and diary
Non-pregnancy: type of contact and timing	
Data Collection Method	Repertory grid; Diary; Interview
Length of maternity leave	unknown
How was data analysed?	Interpretive phenomenological analysis
<b>Evidential Contribution</b>	
Maternal identity change?	pregnancy acts as a psychological preparation for mothering (p.294); a shift in values from the wider social to the immediate family (p.295), but some women "regulators" do not show this shift in orientation, resisting changes associated with pregnancy Social contact with significant others facilitates awareness of personal identity as itself being rationally defined (p.295) but some women "regulators" do not show this shift in orientation, resisting changes associated with pregnancy
Professional identity change?	
Relationship between maternal and professional identity	
<b>Synthesis</b>	
Key contribution(s) to review question	
Limitations	

Recommendations for future research	
Practical application	
Summary	
Notes	Same dataset as in Smith, 1994 above

<b>Citation</b>	
Title	Towards a relational self: Social engagement during pregnancy and psychological preparation for motherhood
Author(s)	Smith,Jonathan A.
Date	1999
Journal	British Journal of Social Psychology
<b>Study Background</b>	
Research question	explore the psychological processes involved in becoming a mother from, as far as possible, the perspective of the women going through it
Subject	Effect of transition on identity
Conceptual/Qualitative/Quantitative	Qualitative
Ontology	Relativism
Epistemology	Social Constructionism
Identity	SI interpretive
Theoretical foundation	Grounded theory
Country	UK
<b>Methodology</b>	
Unit of Analysis	Individual
Sample size	3
Subjects studied	Working mothers
Organisational level	Both professional and non-professional
Work experience	occupational therapist; bank clerk; blood transfusion aide
First-time or subsequent mother/parent	First-time
Ethnicity	White
Relationship status	partnered
Length of study	Longitudinal
Pregnancy: type of contact & timing	3, 6 & 9 months pregnant interviews, rep grid and diaries
Early postpartum: type of contact & timing	none
Postpartum: type of contact & timing	5 months after birth interview, rep grid and diary
Non-pregnancy: type of contact and timing	
Data Collection Method	Repertory grid; Diary; Interview
Length of maternity leave	unknown
How was data analysed?	Interpretive phenomenological analysis
<b>Evidential Contribution</b>	
Maternal identity change?	During pregnancy women are able to rehearse taking on the role of mother (p.421)



	sense of self conceived of and in relation to sense of others (p.414)
	Public events used to reflect on own sense of self and relations with partner or acknowledgement of growing mother identity (p.415)
Professional identity change?	
Relationship between maternal and professional identity	
<b>Synthesis</b>	
Key contribution(s) to review question	The pregnant women are able to use their engagement with significant others to facilitate their own preparation for taking on a new identity-- that of mother. Pregnancy is therefore, an opportunity to rehearse the role of mother "provisional selves"; public events stimulate reflection and confirmation of developing maternal identity
Limitations	
Recommendations for future research	
Practical application	
Summary	This study supports Mead's view of identity as intrinsically social and relational
Notes	Same dataset (one case omitted) as in Smith, 1994 above

<b>Citation</b>	
Title	The First Four-wheeled Status Symbol: Pram Consumption as a Vehicle for the Construction of Motherhood Identity
Author(s)	Thyra Uth Thomsen;Elin Brandi Sørensen
Date	2006
Journal	Journal of Marketing Management
<b>Study Background</b>	
Research question	how pram consumption contributes to the identity construction of women in transition into motherhood
Subject	Relationship between consumption and maternal identity
Conceptual/Qualitative/Quantitative	Qualitative
Ontology	Relativism
Epistemology	Social Constructionism
Identity	SI interactionism
Theoretical foundation	Identity (Weigert)
Country	Denmark
<b>Methodology</b>	
Unit of Analysis	Individual
Sample size	8
Subjects studied	Mothers and working mothers
Organisational level	Both professional and non-professional
Work experience	e.g. Marketing assistant, nursery teacher, student unemployed
First-time or subsequent mother/parent	Mixed
Ethnicity	Not specified
Relationship status	partnered

Length of study	Cross-sectional
Pregnancy: type of contact & timing	N/A
Early postpartum: type of contact & timing	N/A
Postpartum: type of contact & timing	In-depth interview
Non-pregnancy: type of contact and timing	
Data Collection Method	Interview
Length of maternity leave	N/A
How was data analysed?	Phenomenological
<b>Evidential Contribution</b>	
Maternal identity change?	By providing the right accessories, liminal consumption supports the consumer in reconstructing her identity and in playing the new role the right way (Solomon 1983) p.920.
	Being a good mother is sometimes tied to consumption rituals such as not bringing a pram home until the baby is born. Buying a pram is an opportunity to adjust to the mothering role. Resisting conspicuous consumption as an alternative way of defining yourself as a mother. The stronger the embracement, the more important the consumption of items related to the impending motherhood becomes to the mother (p.920)
	private signal meanings attached to the pram can add to the identity construction of the mother much in the same way as public signal meanings.(p.917)
Professional identity change?	
Relationship between maternal and professional identity	
<b>Synthesis</b>	
Key contribution(s) to review question	Consumption can inspire identity-work as well as signify the maintenance or acquisition of an identity
Limitations	
Recommendations for future research	It would be relevant to make longitudinal studies observing and regularly interviewing a number of women during their actual transition from early pregnancy into early motherhood in order to get even more detailed accounts about their lived experiences. This will, we believe, provide us with a fuller impression of the emergent nature of the motherhood identity - and of the fuzziness of this emergence, particularly in its early stages (Prothero 2002).
Practical application	One approach would be to “exploit” this anxiety by inducing or increasing it. Such approaches are, allegedly, already being applied (Douglas and Michaels 2004) and not for the well-being of consumers! Another approach is for marketers to have an understanding, not only of the various meanings that may be associated with a pram, but also of the tensions that expectant mothers face when juggling these meanings, and to employ genuine tension-reducing strategies in advertising and personal selling. Low-end product marketers could stress the baby's importance and not the mother's.
Summary	Purchasing a pram is related to both identity work and is an external of a woman's mothering identity
Notes	

<b>Citation</b>	
Title	Maternal role attainment and identity in the postpartum period: Stability and change
Author(s)	Walker,Lorraine O.;Crain,Helen;Thompson,Earl
Date	1986
Journal	Nursing Research
<b>Study Background</b>	
Research question	How do maternal identity and maternal role attainment differ in first-time and second-time mothers?
Subject	Primiparas vs. Multiparas
Conceptual/Qualitative/Quantitative	Quantitative
Ontology	
Epistemology	Positivism
Identity	
Theoretical foundation	
Country	US
<b>Methodology</b>	
Unit of Analysis	Individual
Sample size	122
Subjects studied	Mothers
Organisational level	N/A
Work experience	
First-time or subsequent mother/parent	Mixed
Ethnicity	Multiple
Relationship status	partnered
Length of study	Longitudinal
Pregnancy: type of contact & timing	N/A
Early postpartum: type of contact & timing	1-3 days & 4-6 weeks postpartum questionnaires
Postpartum: type of contact & timing	
Non-pregnancy: type of contact and timing	
Data Collection Method	Questionnaire
Length of maternity leave	unknown
How was data analysed?	repeated measures ANOVAs and product moment correlation
<b>Evidential Contribution</b>	
Maternal identity change?	Mothers became more self-confident and positive toward themselves from birth to 4-6 weeks. Experienced mothers demonstrated more positive attitudes than first-time mothers toward themselves and their babies and were more confident in caring for an infant (pp.70-71).
	Not only do mothers' views of themselves relate to those they hold of their babies, but the reverse is also true (p.71). For first-time mothers, forming the new relationship to their babies and gaining self-confidence in the parenting role appear interdependent.

Professional identity change?	
Relationship between maternal and professional identity	
<b>Synthesis</b>	
Key contribution(s) to review question	
Limitations	
Recommendations for future research	Are patterns of maternal identity and maternal role attainment related to differing patterns of mother-infant interaction?
Practical application	
Summary	
Notes	

<b>Citation</b>	
Title	Moral constructions of motherhood in breastfeeding discourse
Author(s)	Wall, G
Date	2001
Journal	Gender & Society
<b>Study Background</b>	
Research question	How the experience of mothering is shaped by cultural and moral constructions in Canadian health education material
Subject	What is the role of a mother?
Conceptual/Qualitative/Quantitative	Qualitative
Ontology	Nominalism
Epistemology	Social Constructionism
Identity	
Theoretical foundation	Feminism
Country	Canada
<b>Methodology</b>	
Unit of Analysis	Item
Sample size	
Subjects studied	Health education material
Organisational level	Text
Work experience	
First-time or subsequent mother/parent	
Ethnicity	N/A
Relationship status	
Length of study	Cross-sectional
Pregnancy: type of contact & timing	N/A
Early postpartum: type of contact & timing	N/A
Postpartum: type of contact & timing	N/A

Non-pregnancy: type of contact and timing	
Data Collection Method	Secondary source
Length of maternity leave	
How was data analysed?	
<b>Evidential Contribution</b>	
Maternal identity change?	Good mothering is connected to breastfeeding
Professional identity change?	
Relationship between maternal and professional identity	
<b>Synthesis</b>	
Key contribution(s) to review question	
Limitations	
Recommendations for future research	
Practical application	
Summary	
Notes	

<b>Citation</b>	
Title	The effects of pregnancy complications on the parental adaptation process
Author(s)	Wright,J.;Belanger,C.; Dulude,D.;
Date	2000
Journal	Journal of Reproductive and Infant Psychology
<b>Study Background</b>	
Research question	how does a high-risk pregnancy effect parental role attainment
Subject	Maternal identity development
Conceptual/Qualitative/Quantitative	Quantitative
Ontology	
Epistemology	Positivism
Identity	
Theoretical foundation	Parental Role Attainment
Country	Canada
<b>Methodology</b>	
Unit of Analysis	Paired individuals
Sample size	254
Subjects studied	Mothers and fathers
Organisational level	N/A
Work experience	
First-time or subsequent mother/parent	Mixed
Ethnicity	Not specified
Relationship status	partnered
Length of study	Cross-sectional

Pregnancy: type of contact & timing	(larger study, but not this paper)
Early postpartum: type of contact & timing	(larger study, but not this paper)
Postpartum: type of contact & timing	Questionnaire
Non-pregnancy: type of contact and timing	
Data Collection Method	Questionnaire
Length of maternity leave	unknown
How was data analysed?	ANOVA & MANOVA
<b>Evidential Contribution</b>	
Maternal identity change?	Usually completed between 9 months and 1 year postpartum. 3-9 months postpartum is considered to be the intense process of parental role attainment (p.9).
Professional identity change?	
Relationship between maternal and professional identity	
<b>Synthesis</b>	
Key contribution(s) to review question	
Limitations	Low reliability for the attachment variable among fathers
Recommendations for future research	Future research could examine the effect high-risk pregnancies have on sense of efficacy as parents encounter different challenging developmental stages in their child's life p.17.
Practical application	
Summary	
Notes	

<b>Citation</b>	
Title	Recognition of maternal identity in preterm and fullterm mothers
Author(s)	Zabielske, Mary T.
Date	1994
Journal	Maternal-Child Nursing Journal
<b>Study Background</b>	
Research question	
Subject	Maternal identity development
Conceptual/Qualitative/Quantitative	Mixed methods
Ontology	Internal Realism
Epistemology	Positivism
Identity	SI interactionism
Theoretical foundation	Identity (Hall)
Country	US
<b>Methodology</b>	
Unit of Analysis	Individual
Sample size	42

Subjects studied	Mothers
Organisational level	N/A
Work experience	
First-time or subsequent mother/parent	First-time
Ethnicity	>80% White
Relationship status	26 partnered; 16 unpartnered
Length of study	Cross-sectional
Pregnancy: type of contact & timing	none
Early postpartum: type of contact & timing	none
Postpartum: type of contact & timing	10-15 months postpartum questionnaire and interview
Non-pregnancy: type of contact and timing	
Data Collection Method	Mixed: questionnaire; interview
Length of maternity leave	unknown
How was data analysed?	t-test/Mann-Whitney U; multiple regression; content analysis
<b>Evidential Contribution</b>	
Maternal identity change?	<p>Role expectations are met (anticipations of the maternal role, perceived rights or privileges of the role, and obligations of the role) p.16. Role partner contact/interaction triggered maternal identity (p.18). Role acknowledgement by another individual (adult or the infant) p.19. Feelings for the infant p.21. Caretaking and decision-making tasks p.22. Role readiness p. 24. Self-continuity p.24. Role change p.24.</p> <p>Whether the baby is fullterm or preterm can impact the timing of maternal identity (p.30) Excessive infant crying may delay recognition of the maternal identity (p.31).</p>
Professional identity change?	
Relationship between maternal and professional identity	
<b>Synthesis</b>	
Key contribution(s) to review question	Provides a conceptual framework for the sequence of events triggering maternal identity recognition (p.31).
Limitations	Retrospective recall in the study design, cross-sectional design
Recommendations for future research	Longitudinal design; nursing interventions that support maternal identity; infant characteristics that affect mothers' perceptions of infants
Practical application	Need to empower mother in the neonatal intensive care unit.
Summary	Maternal identity was triggered not only by cognitive phenomena, such as the content discussed under the role acknowledgment and role expectations themes and the affective phenomena discussed under the role qualities theme, but also was triggered by performance phenomena, such as the content discussed under the role actions theme (p.30).
Notes	