PROLOGUE

When I began this work, I intended to explore one changing feature of the contemporary workplace, that involved with the movement of men and women into work situations previously occupied predominantly by members of the other sex. As I prepared the groundwork for that exploration, I gradually uncovered traces of another kind of change associated with the erosion of jobs and opportunities through the introduction of technological innovation. As I developed the study, I became aware that these two kinds of changes were having separate and contingent effects on the people and places I had selected for my original exploration. Once alerted to the multiple pressures for change in the workplace, I realized that understanding this work situation would not be possible through focus on one kind of change and its effect. Instead I needed to use different lenses to bring into focus the different features of a changing picture of a changing organization.

Here then is an effort to portray my insights into a dynamic and complex work situation, by first presenting *what* I learned through systematic inquiry about the movement of men and women into new work situations. *How* I learned what I learned is a side of the story not readily apparent in this report of findings and thus deserving of special attention. That side of the story encompasses the personal meaning of the study, the development of the systematic inquiry— explication of the research "saga." The research saga details the process of discovery, a history that in itself illuminated and shaped the final product. Although process and product are intertwined and interdependent, each can be highlighted to illuminate its full contours. Each facet offers a contribution to the thought and method of behavioral science.

To highlight both sides of the picture, then, I have chosen to present a full version of the research saga in an epilogue, intended to be read as an integral part of this document. Through this approach, I hope to demonstrate the worth of documenting both conduct

and consequences of inquiry. As one report of a generalizable approach to the conduct of inquiry, it marks an attempt to match technology to the task of behavioral science research.