

A study of effect of job satisfaction on marital adjustment of working women

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Abstract

Work and family are the two most important aspects in any individual's life. Balancing work and family roles has become a key personal and family issue for many societies. The economic development requires an integration of both male and female labour forces. The working woman has to play dual role, as a home maker and also an employee associated with some institution. The balance between job and marriage is one of the prominent issues in working married women's lives. The ability of married women to balance these multiple roles has a direct effect on their physical and mental well-being, marital adjustment. The present research endeavour was aimed to study the effect of job satisfaction on marital adjustment of married working women. The sample of the study consisted of 50 married working women from Churu district of Rajasthan state. Out of which 25 were working in private sector and 50 were working in government sector. Job Satisfaction Scale and the Marital Adjustment Questionnaire were used for collection of data. Pearson's correlation and t-test were used for the analysis of data. The results indicated that there is a weak correlation between job satisfaction and marital adjustment of married working women. The results also revealed that there is no significant difference exists between job satisfaction of working women of private and government sector. The results further revealed that there is no significant difference exists between marital adjustment of working women of private and government sector.

Keywords: women, job satisfaction, marital adjustment, work, job

Introduction

Present age is fast paced and competitive in nature. Every person is looking forward for success, money, name and fame. One has to burn the candle at both ends to live a successful life. The list of basic necessities for life is extending day by day. To meet with this ascending life style, it is become quite inevitable for both the partners to earn in order to make the ends meet. It seems to be increase in the number of working women in recent times. Work and family are the two most important aspects in any individual's life. More clearly we can say that balancing work and family roles has become a key personal and family issue for many societies. In all countries, the economic development requires an integration of both male and female labour forces.

The job of women seems to be associated with certain factors like her age, nature of employment, experience, financial demands, qualification, training etc. Not all women work because they are compelled to do it. Some work because they want to do it with their interest. In our society, irrespective of her employment status, still visualizes her as primary carriers of children and family members.

Traditionally, the major responsibility of women has been perceived to be the home maker while breadwinning was the main responsibility of men. However, with more and more women entering the workforce and pursuing jobs, these clearly defined gender roles were forced to change. The working woman has to play dual role, as a home maker and also an employee associated with some institution. The balance between job and marriage is one of the prominent issues in working married women's lives. Engaging in multiple roles can also negatively impact one or more areas of life. At times, fulfilling diverse role obligations and demands may require

conflicting actions that may put a strain on their life. A married woman that has a demanding job will most likely use up most of her daily supply of energy at work. This substantial consumption of the day's resources leaves the person with a decreased quantity of time and energy that she can utilize to fulfil family roles and responsibilities.

Education and employment has brought independence, self-confidence, passion and a sense of identity in the women. As a result of being educated and employed, they are now better acquainted to new knowledge, outgoing, ready to exchange new ideas, well informed, independent and aware of their rights and surroundings. They have acquired certain level of maturity and psychological strength for survival. This change has got significant implications not only for the woman but family too.

Family and work are two main domains of life. When conflicts between these two domains occur, it adversely affects the life. Although men show interest in a more balanced commitment to their work role, but it is women who experience the highest levels of conflict between work and family, since they are expected to perform the bulk of family and household tasks and duties with job side by side efficiently.

Consequently, it seems as if working married women in present era have the exceptional challenge of balancing the multiple tasks associated with their home and job profile, namely, fulfilling the responsibilities of spouse, daughter in law, mother, caregiver and an employee simultaneously. Working women often have to shoulder household responsibilities and often at the same time child rearing ones along with professional responsibilities. It is also clear that women's ability to balance these multiple roles has a direct effect on their physical and mental well-being, marital adjustment as

well as family environment and ultimately life satisfaction. The question arises whether working outside the home affects with her role as a wife and mother.

Married working women face many challenges in the life that can affect their marital relationship, environment of family and ultimately life satisfaction.

Job Satisfaction

Job satisfaction is a variable matter. It is the attitude, which an employee feels regarding his job. It may be positive or negative. It is a mental condition of a person to any type of work. It may be defined as the pleasurable emotional state resulting from the appraisal of one's job as achieving or facilitating the achievement of one's job values. Unless a man is satisfied with his job, it is very difficult for him to carry on his duties honestly and efficiently. Job satisfaction is the result of various attitudes of an employee toward his job. These attitudes are related with some specific factors as salary, service conditions, advancement opportunities and other benefits. Job-satisfaction is an important indicator of how employees feel about their jobs and a predictor of work behaviour. Job satisfaction results in overall adjustment to work situation.

Keith Davis stated as "Job satisfaction is a set of the favourable or unfavourable feelings with which employees view their work".

Vroom said that Job satisfaction is generally considered to be an individual's perceptual or emotional reaction to work.

According to **Kochhar** (1978), "Job Satisfaction is the whole matrix of job factors that make a person 'like' his work situation and be 'willing' to head for it without distaste at the beginning of his work day'.

Marital Adjustment

Marriage is more important in society to solve our social, cultural, personal and sexual problems. Landis (1954) stated that marriage and family are not optional they are necessary. It involves the most intimate types of emotional relationship between two individuals. Journal of consulting and clinical psychology (1969) stated that in marriage we take the positive for granted and focus on condemning the negative.

Sinha and Mukerjee (1990) defined marital adjustment as "the state in which there is an overall feeling in husband and wife of happiness and satisfaction with their marriage and with each other".

According to Encyclopedia of Sociology, in 1939, Ernest Burgess and Leonard Cottrell published 'Predicting Success or Failure in Marriage', in which they systematically discussed marital adjustment. They defined adjustment as "the integration of the couple in a union in which the two personalities are not merely merged, or submerged, but interact to complement each other for mutual satisfaction and the achievement of common objectives".

There are two elements in marriage. One is bodily (sexual wish etc) and another is divine (love, respect, adore etc.). Towards the end of life both elements are coming closer and closer and at a particular point of time the later aspect (love, respect, adore etc.) becomes evident. Marriage is purely the highest of all human interaction and therefore must never be entered into carelessly (Ramcharan, 2008) [5].

A relatively large body of literature examines the effect of job satisfaction on the marital adjustment of married working

women. For example, Fariba, *et al.* (2013) studied the relationship between marital satisfaction and job satisfaction among employees of Social Welfare Organization at Tehran Branches and found that a significant relationship between marital satisfaction and job satisfaction. While Shaieghian *et al.* (2009) studied the effects of job on women's marital satisfaction and found a significant difference between employed and non- employed women in terms of marital satisfaction factors indicating that women's job affects marital satisfaction. Janning's (2006) studied the type of job and its relationship with partner's support. It was showed that couples with jobs comparable in level and type give more support to each other and couples that have more marital satisfaction give more support to their spouse in comparison to those with less satisfaction. Zandipour *et al.* (2006) [10] studied relationship between marital satisfaction and job satisfaction in long term and sex differences and found that there is no significant relationship in job satisfaction level between men and women. Kinnunen *et al.* (2005) studied about relation between marital and job satisfaction on spouses' stress and found that couples with the same attitude toward marital and job satisfaction suffered from the same level of stress. Lack of job and marital satisfaction causes stress, both at personal and interpersonal levels. Rogers and May (2003) observed that job satisfaction and marital satisfaction were significantly correlated in long term. An increase in marital satisfaction was significantly related to an increase in job satisfaction.

Justification of the study

There are many facets in every married working woman's lives. They deal with home and family issues as well as job simultaneously on a daily basis. Even a man plays role in the caring function; usually it is the woman who is the initial care taker. Various job conditions cause life of the married working women. These include positive as well as negative conditions. Positive conditions include self- esteem, motivational stimulation, economic independency, confidence, punctuality, peer relationship etc. Negative conditions include role ambiguity, poor relationship with co-workers, job insecurity, heavy workload, monotonous work. These all affect the married working women physically, mentally, socially, emotionally and intellectually. It is not possible to study the effect of job on all these domains. But in order to know to which extent the job affects the married working women's lives, the researcher selected marital adjustment as a variable as marital adjustment is an important factor of a married woman's life. Therefore the researcher felt that there is a need to conduct a research to understand the role of job satisfaction of working women in relation to their marital adjustment.

Objectives of the study

1. To study the effect of job satisfaction on marital adjustment of working women.
2. To find the correlation between job satisfaction and marital adjustment of working women.
3. To compare the job satisfaction of working women of private and government sector.
4. To compare the marital adjustment of working women of private and government sector.

Hypotheses

H₀₁: There is no significant correlation between job satisfaction and marital adjustment of working women.

H02: There is no significant difference exists between job satisfaction of working women of private and government sector.

H03: There is no significant difference exists between marital adjustment of working women of private and government sector.

Methodology

Sample

The sample of the study consisted of 50 married working women that were selected randomly from Churu District in Rajasthan state. Out of 50 married working women, 25 were married women working in govt. sector and 25 were working in private sector.

Tools Used

To collect the data for the present study, two standardized psychological tools were used.

- **Job Satisfaction scale** developed by Singh and Sharma Job Satisfaction Scale (JSS) intends to assess the job satisfaction of any category of professional. This scale was prepared by Singh and Sharma from Patiala. The scale has both positive and negative statements. There are total 30 items.
- **Marital Adjustment Questionnaire** developed by Kumar and Rohatgi Marital Adjustment Questionnaire was used to measure the marital adjustment of working women. This questionnaire was developed by Dr. Pramod Kumar and Dr. Kanchana Rohatgi. This questionnaire consists of 25 highly discriminating ‘Yes-No’ type items.

Procedure for Data Collection

The investigator, in order to arrive at meaningful generalizations selected the representative sample of 50 from the population under study i.e. Churu district of Rajasthan. The married working women were approached personally. Informed consent was taken from them in order to seek their voluntary participation and only those women were included who agreed to take part in this study. Then, the investigator administered the selected tools for measuring job satisfaction and marital adjustment working women. The investigator approached the subjects and explained them the instructions provided in the manuals. The investigator after establishing rapport with the subjects administered the above mentioned tools. The responses to items of each of the two tools were scored as per the method recommended by the constructors of the tests.

Statistical Techniques Used

The information/responses collected from the respondents were subjected to various statistical treatments. The data was analysed by using statistical techniques. Statistical techniques used for analyzing data were Pearson’s product moment correlation and t-test. Pearson’s product moment correlation was used to study correlation of job satisfaction and marital adjustment. t-test was used to study the difference in job satisfaction and marital adjustment of married working women on the basis of type of job i.e. govt. and private.

Analysis and Interpretation of data

Table 1 Showing the Correlation between Job Satisfaction and Marital Adjustment of married working women

Table 1

Variable	‘r’ value
Job Satisfaction	-0.47 ^{NS}
Marital Adjustment	

The Table 1 shows the correlation between job satisfaction and marital adjustment of married working women and it is evident from the table that there is weak correlation between job satisfaction and marital adjustment which is not significant as the r-value (r = -0.47; which is not significant). Thus, our null hypotheses H01 which states that, there is no significant correlation between job satisfaction and marital adjustment of married working women stands accepted.

Table 2 Showing the comparison of Job Satisfaction of working women working in government and private sector

Table 2: Mean, Standard Deviation and t-value of Job Satisfaction of Working Women

Nature of Job	N	Mean	S.D.	df	t-value
Government	25	86	13.105	48	1.74 ^{NS*}
Private	25	78	18.8		

*NS means not significant

The Table 2 presents the comparison of Job Satisfaction of working women working in government and private sector. The table shows that there is not a significant difference in job satisfaction of married working women working in government and private sector, as the t-value (t= 1.74) is not significant. Thus, our null hypotheses H02 which states that, *there is no significant difference exists between job satisfaction of working women of private and government sector is accepted.*

Table 3 Showing the comparison of Marital Adjustment of working women working in government and private sector

Table 3: Mean, Standard Deviation and t-value of Marital Adjustment of Working Women

Nature of Job	N	Mean	S.D.	df	t-value
Government	25	17	2.884	48	1.056
Private	25	18	3.752		

The table 3 presents the t-value of the mean scores between marital adjustment of working women of government and private sector. The table shows that there is no significant difference in marital adjustment of working women working in government and private sector as the t-value (t=1.056) is not significant. Thus, our null hypothesis H03, which states that, there is no significant difference exists between marital adjustment of working women of private and government sector is accepted.

Limitations of the Study

Research is a continuous process and is never completely perfect due to certain unavoidable circumstances researchers face during the process and especially when we talk about social science research. Every research carries certain flaws that give insights for new researches. Keeping in view the above facts, the present study is also subject to certain limitations which can be discussed as under:

- a) The sampling technique used to collect data is random sampling.
- b) Another limitation is that minimal demographic data were collected for the sample in this study.

- c) Information regarding the residence, family type and family income would also have been an important variable to include in the analysis.

Result

- There is weak correlation between job satisfaction and marital adjustment of working women.
- There is no significant difference exists between job satisfaction of working women of private and government sector.
- There is no significant difference exists between marital adjustment of working women of private and government sector.

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