

Marital Adjustment among Married Employed and Unemployed Women: A Comparative Study

Moomin Jan^{1*}

ABSTRACT

This study was done with the objective of comparing the levels of marital adjustment among married employed and unemployed women. For this purpose, a total sample of 600 married women from various districts of Kashmir valley has been drawn by adopting purposive sampling technique, out of which 300 are married employed women and 300 are married unemployed women. Only those married women were considered in the investigation who stand married at least for last three years from the date of collection of data. The Marital Adjustment Inventory developed by Har Mohan Singh was employed to measure the above variable. Mean, Standard Deviation and Mann-Whitney U-test were computed to compare the two groups in terms of significance of mean differences. Results of the study indicated that married unemployed women have better marital adjustment as compared to married employed women.

Keywords: *Marital Adjustment, Married Employed women, Married Unemployed Women*

“If we are going to see real development in the world then our best investment is WOMEN!”
~Desmond Tutu

Matrimony is one of the most important relationships a man and a woman may have. It entails a moral and legal obligation that every adult must fulfill. It is a social process whereby two people come into contact with one another, form close personal bonds and then decide to commit to sharing their lives. In recent times, women's roles and positions have seen significant transformations. The number of married working women has been steadily increasing due to shifts in socio-cultural norms of society as well as due financial demands of the families. The conventional concept of marriage, where the woman is responsible for managing the household and looking after the kids while the man is the breadwinner, is not prevalent anymore. As women's education becoming more prevalent, there has also been a noticeable shift in their stereotypical view of privileges, rights and liberties. Their participation in the labor force and academia has greatly improved their socio-familial responsibilities. The ability of married women to juggle multiple duties at once has a direct impact on their mental, emotional and physical well-being. Their role expectations cause adjustment challenges, brings additional complications particularly for married employed women. Their work conditions are very different from one another,

¹Research Scholar, Department of Education, University of Kashmir, India

*Corresponding Author

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whether they are in an office or at home. Her work affects both her personality as well as family relationship and is also liable to face crisis of adjustment. Moreover, some studies comparing equity between employed and unemployed women, have reported that employed women feel more often deprived and inequitable especially in the household labour division than unemployed women (e.g. Hochschild & Machung, 1989., Stoltz-Loike, 1992, Wiersma, 1994). As compared to unemployed married women, married employed women in particular have additional responsibilities to their spouses, kids and homes in addition to their jobs. Employed women are under excessive pressure to reconcile their personal and professional life due to societal expectations. Since they have to manage two lives at once-one at work and the other at home-they are more prone to struggle with marital adjustment. Gupta & Nafis (2014) found that non-working female scored higher on marital adjustment than working females. Hashmi, Khurshid, Hassan (2007) found working married women have to face more problems in their married life as compare to non-working married women. Tiwari & Bisht (2012) investigated marital adjustment of working and non-working women, results indicated that non-working women were better at marital adjustment.

Rationale of the study

Marital adjustment is the state in which there is an overall feeling between husband and wife of happiness and satisfaction with their marriage and with each other. The stability of a married life promotes wellbeing within the family and in turn to the society. Well adjusted couples will have high quality of life which may lead to satisfaction, happiness and peace of mind in their relationship. The issues of family and work have always been important, but social changes in the institutions of both work and family have interacted to increase their salience for adults in many societies. Women are now employed in a variety of sectors, including business, academia, the public and private sectors, industrial or organizational entities and many more. Working women in particular have been more vulnerable to the issues of marital maladjustment due to the ongoing demands of their jobs and conflicts between work and home life. The present study is an attempt to examine the marital adjustment among employed and unemployed women across Kashmir valley.

Statement of problem of the Study

“Marital Adjustment among Employed and Unemployed Married Women: A Comparative Study”

Objective of the Study

- To compare the marital adjustment of married employed and un-employed women.

Hypothesis of the study

- There shall be a significant difference between the mean scores of married employed and un-employed women on marital adjustment.

Variables of the Study

- Marital Adjustment
- Employed Women
- Unemployed Women

Sample Size and Coverage

A sample of 600 married women from various districts of Kashmir valley was drawn by using the purposive sampling technique by the investigator. It needs to be mentioned that the sample has been divided into two groups i.e; married employed and married unemployed

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women in which 300 are married employed and 300 are married unemployed women taken from various districts of Kashmir. Furthermore, only such married women were considered in the investigation that stand married at least for last three years from the date of collection of data.

Selection and description of tools

The researcher used the following standardized tool to gather necessary and required data.

Marital Adjustment Inventory developed by Dr. Har Mohan Singh: This tool Marital Adjustment Inventory was developed by Singh in 1987. It was administered on employed and unemployed married women who are graduates and above. This scale consisting of 20 items with two forms 10 items each (Form- A) and (Form-B) and is useful for literate wives and husbands.

Statistical Analysis: The obtained data was statistically analyzed by using the mean, Standard Deviation and Mann-Whitney U-test in order to compare the two groups in terms of significance of mean differences.

RESULTS AND DISCUSSIONS

Table No.1.00: “Displaying the percentage wise distribution of overall sample on different levels of marital adjustment”. (N= 600)

Serial	Marital Adjustment Levels	N	Percentage
1	Excellent	54	09.00
2	Good	116	19.33
3	Average	261	43.50
4	Low	112	18.66
5	Very Low	57	09.50
	Total	600	100

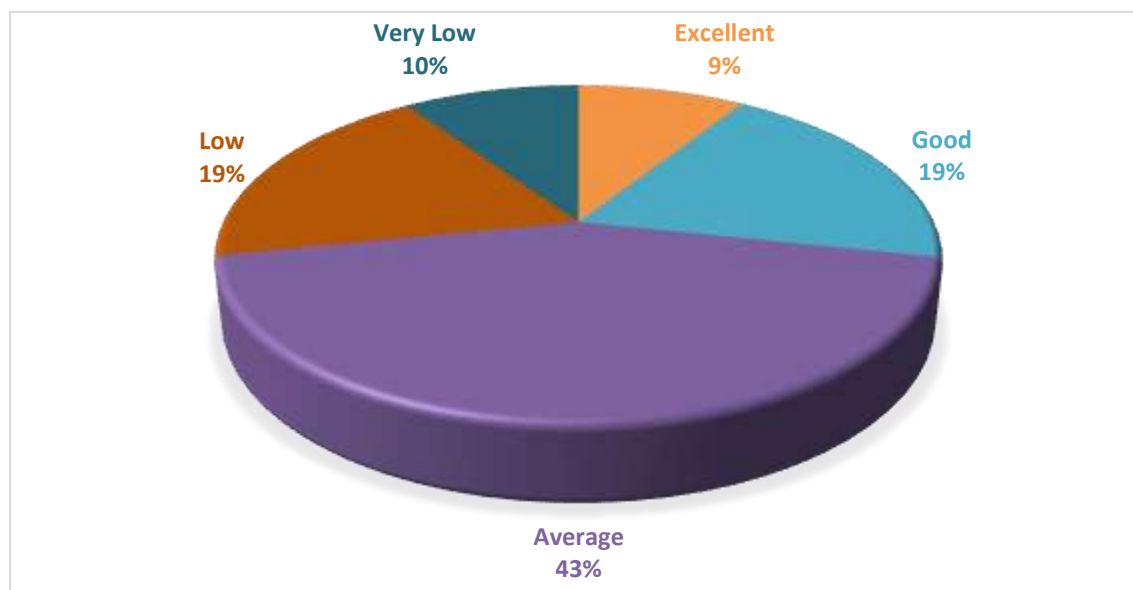


Fig.1.1: “Displaying the percentage wise distribution of overall sample on different levels of marital adjustment. (N=600)

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Table No.1.01: “Displaying the percentage wise distribution of overall sample on different levels of marital adjustment among employed and unemployed women”. (N= 300 Each)

Serial	Marital Adjustment Levels	Employed		Un-Employed	
		N	Percent	N	Percent
1	Excellent	22	7.33	32	10.70
2	Good	51	17.00	63	21.00
3	Average	125	41.7	136	45.33
4	Low	68	22.7	46	15.30
5	Very Low	34	11.3	23	7.67
6	Total	300	100.0	300	100.0

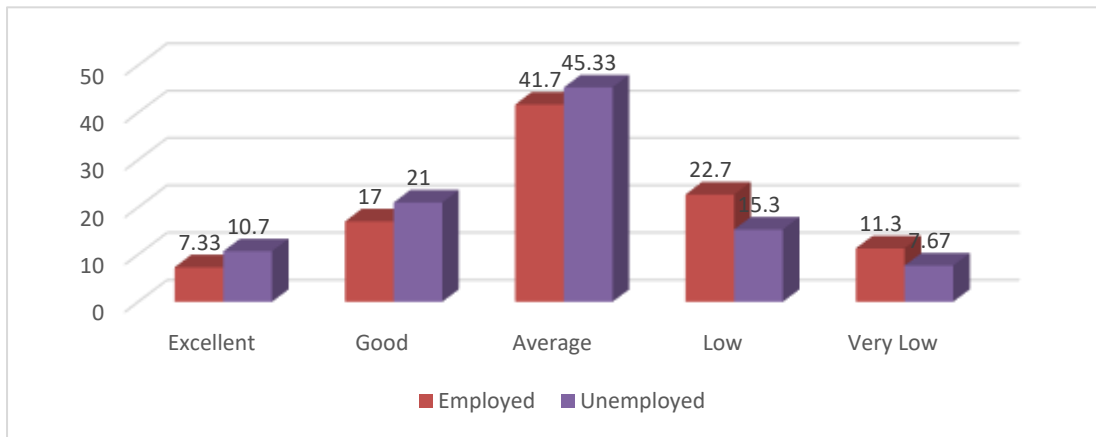


Fig.1.2: “Displaying the percentage wise distribution of overall sample on different levels of marital adjustment among employed and unemployed women. (N=300 each)

Table No.1.02: Significance of difference between the mean scores of married employed and unemployed women on Marital Adjustment (N= 300 each)

Group	N	Mean Rank	Sum of Ranks	Mann-Whitney U value	P-Value	Level of Significance
MEW	300	276.35	82905.50	37755.500	.001	Sig. at 0.01 level
MUNW	300	324.65	97394.50			

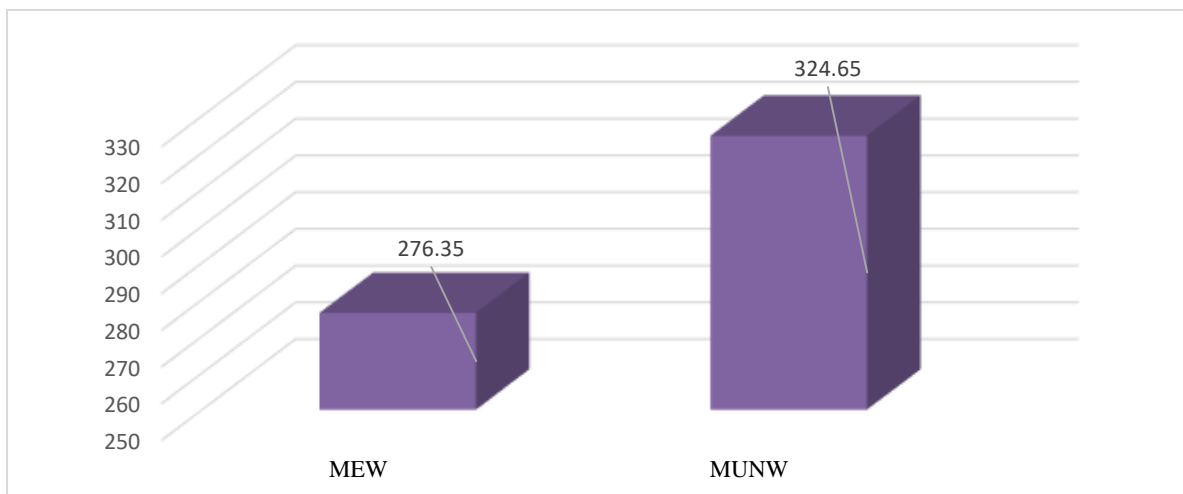


Fig.No.1.3: “Displaying the Mean difference on different levels of Marital Adjustment among employed and unemployed women”. (N= 300 each)

DISCUSSION

The data tabulated in the **table 1.00** indicates the percentage wise distribution of overall sample respondents (N=600) on different levels of marital Adjustment. A perusal of the table indicates that **9%** were found to have *Excellent Marital Adjustment*. **19.33 %** of the respondents were found to have *Good marital adjustment*. A large proportion i.e. **43.50%** of the sample subjects were found to possess *Average level of marital adjustment*, **18.66%** of participants were found to have *low level of marital adjustment* and **9.50%** of participants were found to have *very low level of marital adjustment*. The results are further elaborated with the help of pie chart (Fig 1.1).

A perusal of **table 1.01** indicates the overall dispersion of the total sample on various levels of marital adjustment. **7.3%** of the respondents (Employed women) were found in the category of Excellent high level of marital adjustment, where as **10.70%** of the sample subjects (unemployed women) were found in the group of excellent level of marital adjustment. The respondents (employed women) i.e. **17.0** and of (unemployed women) respondents i.e. **21%** were identified as having good level of marital adjustment. **41.7%** and **45.3%** of employed and unemployed women respondents were recorded in the average level categories of marital adjustment respectively. While as **22.7%** of the employed and **15.3%** of unemployed sample subjects were found in the category of low level of marital adjustment. Furthermore, **11.3%** of the respondents from employed and **7.67%** of the unemployed respondents were found in the category of very low level of marital adjustment. The results are also plotted graphically in (Fig.1.2.)

A perusal of **Table No 1.02** gives details about Mean Rank of employed and unemployed married Women on Marital Adjustment. The mean Rank in case of married employed women is reported as: **M=276.35** and in case of married unemployed married women, the Mean Rank came out to be **M=324.65** respectively. The data on marital adjustment of the two groups of women under investigation has further been analyzed by way of computing the Mann Whitney's U-Test, which came out to be **U=37755.00**. The mean Rank in case of married employed women is reported to be higher than married unemployed women. The calculated 'P' value came out to be **.001** which is significant at **0.01** level of significance. On this basis, it may be inferred that unemployed married women seem to be comfortable in their marital adjustment as compared to employed married women. It is further revealed that unemployed women try to avoid conflicts during financial difficulties within their family setup. They are also reported to pay attention in certain matters of common importance. Whereas, employed married women do not like to welcome his husband's parents and relations at home. Further, it is reported that employed women seem to be careless about the likes and dislikes of their husband as compared to unemployed married women. Further, unemployed women seem to be less conservative and appreciate news of the day that is helpful in their husband's intellectual interests as compared to employed women. Whereas, employed women try their best to make their home interesting and attractive in contrast to unemployed women. *So, in view of the above stated findings the hypothesis number 1st which is stated as, "There shall be a significant difference between the mean scores of married employed and un-employed women on Marital Adjustment"* stands accepted as it has been revealed that married employed women differ significantly on marital adjustment from married unemployed women. It can be inferred that married unemployed women are seen to be higher in their marital adjustment. The results were supported by a host of researchers in the present field of investigation like (Fayaz Ahmad Fayaz (2022); Dhar. R (2022); Sundarraju. S (2019); Kumar and Kumar (2018), Jamadar (2015); Dhanraj (2014); Tiwari et. al (2012); Maryam & Hassan (2007). Fayaz, (2022) revealed the results which

are in congruence with the present study, stated that significant mean difference was found between employed and unemployed married women. He further stated that employed women face more marital adjustment problems in comparison to unemployed women. Dhar, R (2022) also found significant differences in marital adjustment among employed and unemployed woman. Sundarraju. S (2019) reported a significant difference between employed and unemployed married women. Findings revealed that married working women face more adjustment problems in their married life as compared to their counterparts. Kumar and Kumar (2018), found a significant difference between employed and unemployed married women. He further stated that housewives were better in marital adjustment as compared to employed women. Jamadar (2015) reported that working and non-working women did not differ significantly on marital coping styles. Dhanraj (2014) also reported that working married women experience marital adjustment problem to a greater extent to that of non-working married women. Tiwari et. al (2012) found that non-working women were better at marital adjustment than working women. Further, women from nuclear families were found with better marital adjustment than women from joint families. Maryam & Hassan (2007), also reported a significant difference between the two groups. Employed married women have to face more problems in their married life as compared to unemployed women.

CONCLUSION

1. It was observed that unemployed women were found to be good in their marital adjustment as compared to the employed married women because they try their best to make their home interesting and attractive and try to keep away from conflicting situations during certain financial difficulties within their family setup.
2. It was reported that unemployed women were found in paying attention to certain matters of common importance. So, it is inferred that employed women differ significantly than unemployed married women on marital adjustment.

Educational implications

- Maintaining the work-life balance can be aided by the ongoing support, encouragement, and collaboration from their families as well as the constant attention and care given to working mothers.
- The goal of awareness campaigns should be to build a caring and understanding community where people are better informed about the difficulties faced by married women in the workforce and their families. This will help to decrease prejudice, promote empathy, and unite people in taking constructive action to address the problems.
- Workplace and family-friendly policies should be framed for the encouragement and support of women. Parental leave and flexible work schedules should be implemented to lessen the stress related to work-family balance.

The current study has found important connections that will greatly aid administrators, researchers, and policy planners in developing future plans.

Suggestions for further research

In light of the current study's findings, the following recommendations should be kept in mind while undertaking any comparable research in the same area of study. The following is a brief overview of the research areas that the current study brings up:

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- This study was restricted to few districts of Kashmir valley. This type of research can also be extended to all the districts of UT of Jammu and Kashmir so that a clear picture about the employed and unemployed married women may emerge.
- Raising the sample size and varying the sample inclusion criteria may help to improve the research's reliability.
- The whole study was confined to employed and unemployed mothers (graduates and above), and therefore, illiterates or less qualified married women are not included in the study.

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Conflict of Interest

The authors of this article said that they had no potential conflicts of interest when they conducted their research, became authors, and published it.

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