

Research Paper

The Effect of the Length of the Marriage on Marital Adjustment and Job Satisfaction in Working Women

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ABSTRACT

The two most important aspects of anyone's life would be work and family. One of the most important issues in the lives of working married women is finding a balance between work and marriage. Today the world is going through pandemic and there has been a lot of changes in the lifestyle. There might be a lot of changes in handling the situation according to the number of years of being married. The aim of the research is to find 'the effect of length of the marriage, on marital adjustment and job satisfaction in working women.' The sample was collected by 60 working women where 30 were newly married and 30 were women who were married for more than 10 years. The data was collected using Marital adjustment test developed by Locke, H.J., and Wallace. K. M (1959) and Job Satisfaction Survey developed by Paul E. Spector (1985). The statistical tool Pearson's correlation co-efficient and t-test were used. The results indicated that, there is no significant relationship between marital adjustment and job satisfaction in newly married (0-5 years) working women. And there is a significant relationship between marital adjustment and job satisfaction in working women who is married for more than 10 years. Secondly, it indicated that, there is a significant difference in marital adjustment among newly married working women and working women who are married for more than 10 years. And there is a significant difference in job satisfaction among newly married working women and working women who are married for more than 10 years.

Keywords: Length of the marriage, marital adjustment, job satisfaction.

In today's scenario most women in India wants to be educated and work somewhere. There might be many reasons behind being independent financially. There might be problems with the financial status in the family, or she wants to be financially independent or she just doesn't want to sit at home but work according to her education. The scenario might be anything, we see women working in all sectors in present day in India. According to the recent censuses of 2011, 20.51% of women are working in different sectors in India. And we can also see increasing women literacy rate in India which is about 53.7%.

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Women and her responsibilities, from the perks of being a daughter, wife, daughter-in-law, mother the relationship just goes on. When we talk about working women specially who is married her responsibilities just doubles up. She will have to manage a lot of things including the house chores and also her office works. Especially when she becomes a mother, she should sacrifice many more things.

When we go through our previous tradition, women were asked to take care of the house hold works and the men were supposed to be the only breadwinners. But as time passed by, the opportunities also grew for women for their employment. Today we can see that women wants to work outside and also complete all her duties of the family. From past 2 to 3 decades we see that both men and women in the family work outside. We can also see women being a budding entrepreneurs and being a successful business women. Due to this new change in the society, the scenario at the house hold has also got changed. Today it is expected that both the partners to share the burden equally. Because of this, there is increase in responsibilities on both men and women in the family. Due to this major change, there might be the chances of conflicts and strain in the relationship in order to fulfill the responsibilities.

Specially, during this pandemic situation we could see that there was a greater effect on both marital adjustment and job satisfaction. As they were asked to do all their outside work from home and as there was no help in house hold chores. This created a greater chaos in the family and with the couples. According to India today daily magazine, the impact of the virus on romantic relationships has been profound. A recent international study by YouGov, a market research company, in its global survey on relationships, found that three in 10 urban Indians felt a positive impact of the Coronavirus outbreak on their romantic relationships. Around a fourth (24 per cent), felt that their bond with their partner became stronger. On the flip side, one in six (15 per cent) found their romantic lives coming under the scanner and getting strained strained. (Anand, 2021)

In India when it comes to marriage, it is considered to be one of the holy rituals. They denote this relationship with names like ‘Pavitra Rishta’ (pure relationship), ‘Janam Janam ki saatiya’ (togetherness forever and ever) and many more. But today dual career (this is when both partners in a marriage have a job) it is getting difficult to manage both and adjust in their marriage also have job satisfaction. We can see couples handling both in a greater manner and also who might also miserably fail in it. Maintaining both marriage and job will be the ultimate goal for the life satisfaction with these women.

Marital Adjustment

According to APA dictionary of psychology, marital adjustment is the process by which married couples attain mutual gratification and achieve common goals while maintaining an appropriate degree of individuality. Especially important to marital adjustment are,

- a) The sharing of experiences, interests, and values;
- b) Respect for the partner’s individual needs, aims, and temperament;
- c) Maintenance of open lines of communication and expression of feeling;
- d) Clarification of roles and responsibilities;
- e) Cooperation in decision making, problem solving, and rearing of children;
- f) Attainment of mutual sexual gratification.

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The majority of working women are maladjusted in the marriage as a result of their husband's and family member's unwillingness to cooperate. Adjustment is a process that enables a person to live a happy and contented life while balancing needs and ability of her family and herself. It enables her to adapt her lifestyle to the demands of the situation and provides her with the strength and ability to bring about change in the family and also to herself. 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'. All the marriages are aimed at happiness in one or another way. (Anand, 2021)

The success of a marriage is heavily reliant on the husband and wife's ability to adjust to each other. Conflicts and tensions arise as a result of marital maladjustment, and many couples end up in divorcing.

Marital Adjustment is one of the biggest and toughest situation to most of the couples. There will be a lot of expectations in the marriage, but not everything can be fulfilled. It takes a lot of sacrifice and understanding between the couples. It takes a lot of time to understand the relationship and to maintain the same. One should be very patient and should take it slow as if they are learning about themselves on everyday basis. Maximum it takes is that understand each other in every aspect which makes them understand each other in a better way.

Job satisfaction

There are three important dimensions to job satisfaction:

- 1) Job satisfaction refers to an individual employee's feeling towards his/her job. It can only be inferred but not seen.
- 2) Job satisfaction can also be determined by how well outcomes meet or exceed expectations. This results into increased commitment in the fulfilment of formal performance requirements.
- 3) The terms, job satisfaction and job attitudes are often used synonymously. Both indicate positive and affirmative orientations of the individuals towards their job. (Mousami Sengupta, 2017)

Job satisfaction is the attitude that an employee has toward his or her job. It could be both positive and negative. It is a person's mental state in relation to any type of work. It's the pleasurable emotional state that results from viewing one's job as achieving or facilitating the achievement of one's job values. It is extremely difficult for a person to carry out his duties honestly and efficiently unless he is satisfied with his job. Job satisfaction is the result of an employee's various attitudes toward his or her job. These attitudes are influenced by a variety of factors such as pay, working conditions, management, advancement opportunities, and other perks.

Community conditions have an impact on job satisfaction. Poor community conditions are thought to lower job satisfaction, while better community conditions increase it. However, this is not always the case. Employees frequently compare their working conditions to the conditions in their communities. Job satisfaction is higher when working conditions are better than those in the community.

If a women is employed, they will be in a better position at home. Any change in their position will be rejected in their family activities, and it will have an impact on all other

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family members. It is a well-known fact that working women have drastically altered their family lives. Working women's economic independence has been the most significant effect. The redistribution of work within the family is another effect. Working women's salaries make a significant contribution to the family's income. Today, an increasing number of women are taking on remunerative jobs. A working woman is required to fulfil two roles.

As the work space and family dynamics have been changed due to pandemic, there might be changes in the marital adjustment and also in job satisfaction we will have to examine this.

REVIEW OF LITERATURE

The purpose of this study is to investigate the effect of the length of the marriage on marital adjustment and job satisfaction in working women. The focus of this chapter will be on a review of previous literature on marital adjustment and job satisfaction. This will help to determine if there is a link between marital satisfaction and job satisfaction.

Ms. Rinku Rani (2013) conducted a research that explored the Marital Adjustment Problems of Working and Non-Working Women in Contrast of Their Husband. The inventories that they used were Marital Adjustment Inventory developed by Dr. Harmohan Singh Agra (1987). The sample had 80 women (40 non-working women and their spouses and 40 working women teachers and their spouses) was selected randomly. The results show that non-working wives face more marital adjustment problems in comparison to their partners. And working women teachers faces marital adjustment problems in a greater degree to that of non-working women.

Hashmi, Khurshid and Hassan (2007) conducted a research that explored the Marital Adjustment, Stress and Depression among Working and Non-Working Married Women. The inventories which was used are the Urdu Translation of Dyadic Adjustment Scale (2000), Beck Depression Inventory (1996) and Stress Scale (1991). The sample had 150 working and non-working married women (working married women = 75, non-working married women = 75). Their age ranged between 18 to 50 years and education was at least gradation and above. They all belonged to middle and high socio-economic status. The results show that highly significant relationship between marital adjustment, depression and stress. The findings also show that working married women have to face more problems in their married life when compared to non-working married women.

Nathawat and Mathur (1993) conducted a research that explored the Marital Adjustment and Subjective Well-Being in Indian-Educated Housewives and Working Women. The inventories that they used were Marital Adjustment Questionnaire (Kumar & Rastogi, 1976) and 10 measures of subjective well-being (Warr, 1984). The sample had Indian-educated housewives ($N = 200$) and working women ($N = 200$). The results show that significant better marital adjustment and subjective well-being for the working women than for the housewives.

Yadav and Gupta (2017) conducted a research that explored a study of effect of job satisfaction on marital adjustment of working women. The inventories had Job Satisfaction Scale and the Marital Adjustment Questionnaire. The sample size was 50 married working women who were from Churu district of Rajasthan state. Out of which 25 were working in private sector and 25 were working in government sector. The results show that indicated that there is a weak correlation between job satisfaction and marital adjustment of married

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working women. And it also revealed that there is no significant difference exists between job satisfaction of working women of private and government sector. It further revealed that there is no significant difference exists between marital adjustment of working women of private and government sector.

Singh (2020) conducted a research that explored the Marital Adjustment and Stress among Working and Non-Working Married Women. The inventories had Dyadic Adjustment Questionnaire (MAQ) developed by Kumar and Rohtagi and Marital Stress Scale on Working and Non-working women developed by Reeta Kumar. The sample had 100 working and non-working married women (working married women = 50, non-working married women = 50). Their age ranged between 20 to 50 years. The results show that working married women have to face more problems in their married life as compared to non-working married women. The results further show that rural working and non-working married women can perform well in their married life but both of rural and urban are having equal stress working and non-working married women.

Tazekanda , Nafarb and Keramatic (2013) conducted a research that explored the relationship between marital satisfaction and job satisfaction among employees of Social Welfare Organization at Tehran Branches. The inventories had Enrich's marital satisfaction questionnaire (1997) and Brayfield and Rothe's job satisfaction questionnaire (1951). The sample had 100 subjects (47 female and 43 male) who were selected using the simple random method. The results show that a significant relationship between marital satisfaction and job satisfaction. A significant difference was also found between male and female employees in marital satisfaction; so that male employees experienced more marital satisfaction than female ones. But in job satisfaction there was no significant difference between male and female employees.

Sahul and Singh (2014) conducted a research that explored the mental health and marital adjustment of working and non-working married women. The inventories had Mental health Pramod Kumar's Mental health Inventory and to measure Marital adjustment O.P. Mishra and S.K. Srivastava's Marital adjustment Inventor. The sample had 200 women (100 working and 100 non-working). The results show that both working and non-working women have higher level of mental health and marital adjustment. And there was no significant differences found in mental health as well as in marital adjustment of working and non-working married women.

Ranjit Singh (2019) conducted a research that explored the marital adjustment and job satisfaction of physical education teachers. The inventories had Teacher's job satisfaction questionnaire by Dr. Parmod Kumar and Dr. D.N. Muthu and Marital Adjustment questionnaire by Dr. Parmod Kumar and Dr. Kanchan Rohatgi. The sample had 100 physical education teachers (50male and 50female) selected by random sampling method. The results show that there is no significant difference between the job satisfaction of male Physical Education teachers of elementary school and higher secondary school with marital adjustment.

Singh.B and Amarbir (1986) conducted a research that explored a study of job-satisfaction as related to marital-adjustment of working women. The inventories had Burgess-Cottrell-Wallin's Marriage Adjustment Form adapted by P.Kapur (1970) and the Need Satisfaction and Job Satisfaction Questionnaire developed by A. K. Srivastava (1975). The sample had

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152 Indian female teachers (aged 20–50 yrs). The results show that Job satisfaction correlated positively with marital adjustment and need satisfaction.

Lucas, Traughber(1990) conducted a research that explored the relationship of marital satisfaction and job satisfaction to psychological adjustment in women. The inventories had the Dyadic Adjustment Scale and Job Descriptive Index Minnesota Multiphasic Personality Inventory A, Pt, and F scales. The sample had 93 married women from a church population. The women were at least 21 years of age, had been married for at least 1 year, and were employed in some capacity. The results show that psychological adjustment in church women is related to satisfaction with dyadic decision-making, general job satisfaction, and marital satisfaction.

Ofovwe, Ofili, Ojetu and Okosun (2013), conducted a research that explored the marital satisfaction, job satisfaction and psychological health of secondary school teachers in Nigeria. The inventories had Index of Marital Satisfaction (IMS) and the General Health Questionnaire 28 (GHQ 28). The sample had 300 teachers who had been married and teaching for at least one year. The results show that a high level of marital satisfaction was found in the study population. Also, the strong association was found between marital dissatisfaction and psychological disorder provides empirical evidence on the need to educate married couples as well as the general public on the mental health implication of marital dissatisfaction.

Battoo, Shaukat and Bajwa (2017) conducted a research that explored Job Satisfaction and Marital Adjustment among Paramedical: Mediating Role of Work Family Conflict. The inventories had Work family developed by Netemeyer et al. (1996), job satisfaction developed by Paul E. Spector, (1994), and adapted and translated by Shazad, (2011). The sample had 100 employees from Jhang and Faisalabad city. The results show that there is a positive correlation between work to family and family to work conflict, while negative with marital adjustment and job satisfaction. Significant gender differences were found. The results of partial least square structural equation modelling found significant mediating role of work to family conflict and family to work conflict.

Nema (2013) conducted a research that explored Effect of Marital Adjustment in Middle-Aged Adults. The inventories had Old-age Adjustment Inventory (SJOAI) developed by by Dr. Shamsad Hussain and Dr. Jasbir Kaur. The sample had f 124 respondents, out of which 62 were males and 62 females (mean age= 50 to 65), who were financially independent. The results show that there is a significant impact on males' as well as females' adjustment level. Kumcağız, Güner (2017) conducted a research that explored Analysis of various variables including social support and marital adjustment as predictors of job satisfaction for nurses. The inventories had Minnesota Job Satisfaction Scale, the Marital Adjustment Test, the Family and Friends Support Scale, the Personal Information Form. The sample had 406 married nurses- 280 (69%) females and 126 (31%) males who worked at Ondokuz Mayıs University Faculty of Medicine and had been married for at least one year depending on their willingness for participation. The results show that gender, age, duration of marriage, income level, housework, responsibility for child care and marriage type were found to have a significant predictive role on marital adjustment of nurses. And also, the regression model aiming to express nurses' marital adjustment through job satisfaction and perceived support from family and friends yielded significant results.

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Summary

The above mentioned studies are on the topic which covers about job satisfaction, marital adjustment in working women. Even though literatures do talk about the same objectives but they are not shedding the light on the fact of length of the marriage. The insight helped in the formulation of the study.

Need for the study

The primary goal of the research is to know the relationship between marital adjustment and job satisfaction among working women who are newly married and working women who are married for more than 10 years. The aim of the study is to check if there is any effect of the length of the marriage (newly married i.e., 0-5years and married for more than 10 years) on marital adjustment and job satisfaction in working women. As women would be juggling to manage with both marriage and her job, this would have an effect on marital adjustment and job satisfaction.

Today the world is going through pandemic and there has been a lot of changes in the lifestyle. Especially for married working women, there have been a lot of changes in every family, the work space had shifted to home, and everyone was working from home and had no human contact other than their own family. Working women had to manage with house old chores and also work from home, it took a lot of time to set to that lifestyle.

When considering the length of the marriage, the newly wedded working women would be trying her level best to adjust with the new family and there nature. Specially, within first 5 years which is called as honeymoon period in marriage, there will be a lot of changes in the sense of family it might be with the new family or with the new-born if any within this period. And working women who are married for more than 10 years would also going through the same scenario as they would have their children, husband and rest of the family in the house, and she will have a lot of expectations from them as everybody would be at home, and her responsibilities will also increase fairly. And also, the surrounding environment is also not preferred much due to pandemic.

Due to the changes in the environment, there might be an effect of it in their marital adjustment and job satisfaction. And the length of the marriage and the age factors also comes into consideration about how they look at job satisfaction and marital adjustment, whether they play together or will they keep it separately. So, the main agenda of this study is to know whether working women in this situation of pandemic has any effect on their marital adjustment and job satisfaction.

METHODOLOGY

Objectives

- To study the relationship between marital adjustment and job satisfaction among newly married working women.
- To study the relationship between marital adjustment and job satisfaction among working women who are married for more than 10 years.
- To compare marital adjustment among newly married working women (0 to 5 years) and working women who are married for more than 10 years.
- To compare job satisfaction among newly married working women (0 to 5 years) and working women who are married for more than 10 years.

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Hypotheses

H1: There is no significant relationship between marital adjustment and job satisfaction in newly married working women.

H2: There is no significant relationship between marital adjustment and job satisfaction in working women who is married for more than 10 years.

H3: There is no significant difference in marital adjustment among newly married working women and working women who are married for more than 10 years.

H4: There is no significant difference in job satisfaction among newly married working women (0-5 years) and working women who are married for more than 10 year.

Variables

Independent Variable

- The length of the marriage (newly married i.e., 0-5years and married for more than 10 years)

Dependent variable

- **Marital adjustment:** Marital adjustment describes the accommodation of spouses to each other. Factors contributing to levels of marital adjustment include marital satisfaction, cohesion, agreement, affection, and conflict. (Haley Medved Kendrick, 2016)
- **Job satisfaction:** Job satisfaction is defined as the level of contentment employees feel with their job. This goes beyond their daily duties to cover satisfaction with team members/managers, satisfaction with organizational policies, and the impact of their job on employees' personal lives. (BasuMallick, 2020)

Tools

- **Marital Adjustment Test**

The test is developed by Locke, H.J., and Wallace. K. M in the year 1959, the test is a short (15-item) self-report measure of marital satisfaction and areas of disagreement. The measure utilizes a complex scoring system with ten item weightings. Higher scores reflect better marital satisfaction and more agreement between spouses. (Brandi C. Fink, 2019).

Validity and reliability The LWSMAT was tested for factor structure, internal consistency reliability, and construct validity. 5 extracted factors explained 60.55% of the total variance. Four interpretable factors (Contentment & Communication, Leisure & Sociality, Intimacy, and Shared Philosophy) had Cronbach's alpha between 0.63 and 0.74. Convergent validity ($r = -.35$ and $r = -.43$, respectively, both $p < .0001$) and discriminant validity ($r = .07$, $p = .49$; and $r = -.04$, $p = .67$) were confirmed by comparing four factors with sub dimensions of the Caregiver Reaction Assessment (CRA). The LWSMAT is a multidimensional, reliable, and valid measure of marital adjustment. (Jiang, 2013)

- **Job Satisfaction Survey**

The survey is developed by Paul E. Spector in the year 1985, The Job Satisfaction Survey is a 36 item, nine facet scale to assess employee attitudes about the job and aspects of the job. Each facet is assessed with four items, and a total score is computed from all items. A summated rating scale format is used, with six choices per item ranging from "strongly disagree" to "strongly agree". (Paul Spector Industrial and Organizational Psychology, n.d.)

Validity and reliability The explanatory Factor analysis showed 7 factors with 62% total variance and 0.82 Kaiser-Meyer-Olkin Index. The results were also confirmed with confirmatory factor analysis (relative Chi-square=1.18, RMSEA=0.04, GFI=0.93, AGFI=0.91). The reliability of the questionnaire was reported 0.86 using the Cronbach's

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Alpha method. Conclusion: Considering that the validity and reliability indexes of the questionnaire are reported in acceptable range, the new version of Job Satisfaction Survey questionnaire is a valid and reliable questionnaire for measuring job satisfaction. (Gholami-Fesharaki, 2012)

Sample

The sample of the current study consists of 60 married working women from all over India. Where 30 are newly married working women and 30 are working women who has been married for more than 10 years. The snow ball sampling method is been used.

Procedure

The purpose of the study was informed to the participants and the informed consent was also duly taken. They were assured about the confidentiality and was informed about responses will be solely used only for research purpose. The participants who consented to participate were given the questionnaires through Google forms to fill their responses. After filling the questionnaires they were thanked for their participation and contact details is been given if they need for further information.

Statistical Analyses

Person's product moment correlation co-efficient is calculated to find the relationship between marital adjustment and job satisfaction among newly married working women and working women who are married for more than 10 years.

Independent sample t-test is used to find out the difference in marital adjustment and job satisfaction among newly married working women and working women who are married for more than 10 years.

Descriptive statistics like mean and standard deviation were also computed.

ANALYSIS OF THE DATA

Table 1 Shows the mean, standard deviation of marital adjustment among newly married working women and working women who are married for more than 10 years

Variables	N	Mean	S.D
Newly married women	30	111.5667	28.91209
Married for more 10 years	30	107.4	27.09447

On marital adjustment scale, newly married working women has obtained a mean of 111.566, S.D of 28.912, and working women who is married for more than 10 years has obtained a mean of 107.4, S.D of 27.094.

Table 2 Shows the mean, standard deviation of job satisfaction among newly married working women and working women who are married for more than 10 years:

Variables	N	Mean	S.D
Newly married women	30	147.4	26.15682
Married for more 10 years	30	143.7333	21.71752

On marital adjustment scale, newly married working women has obtained a mean of 147.4 S.D of 26.157, and working women who is married for more than 10 years has obtained a mean of 143.74, S.D of 21.717.

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Table 3 Shows the co-efficient of correlation between marital adjustment and job satisfaction among newly married (0-5 years) working women:

Measures	Marital Adjustment	Job satisfaction
Marital Adjustment	1	
Job Satisfaction	0.420779	1

The Correlation co-efficient between marital adjustment and job satisfaction among newly married working women is 0.420, which means it has a positive and weak correlation. The Degree of Freedom is 28 and the critical value is 0.361.

The obtained correlation co-efficient is greater than the critical value, therefore, the null hypothesis (H1) “There is no significant relationship between marital adjustment and job satisfaction in newly married working women.” is accepted.

Table 4 Shows the co-efficient of correlation between marital adjustment and job satisfaction among working women who are married for more than 10 years:

Measures	Marital Adjustment	Job satisfaction
Marital Adjustment	1	
Job Satisfaction	0.323377	1

The Correlation co-efficient between marital adjustment and job satisfaction among working women who are married for more than 10 years is 0.324, which means it has a positive and weak correlation. The Degree of Freedom is 28 and the critical value is 0.361.

The obtained correlation co-efficient is lesser than the critical value, therefore, the null hypothesis (H2) “There is no significant relationship between marital adjustment and job satisfaction in working women who is married for more than 10 years.” is rejected. And accepts the alternate hypothesis that is “There is a significant relationship between marital adjustment and job satisfaction in working women who is married for more than 10 years.”

Table 5 Shows the mean, standard deviation and t value of marital adjustment among newly married working women and working women who are married for more than 10 years:

Variables	N	Mean	S.D	df	t-value
Newly married women	30	111.5667	28.91209	58	0.575966
Married for more 10 years	30	107.4	27.09447		

The ‘t- value’ obtained for newly married working women and women who are married for more than 10 years on marital adjustment scale is 0.575, the degree of freedom is 58 and the critical value at 0.05 level is 2.00 and at 0.01 level is 2.66. The obtained ‘t-value’ is statistically not significant. Hence null hypothesis (H3) which states that “There is no significant difference in marital adjustment among newly married working women and working women who are married for more than 10 years.” is rejected. And accepts the alternate hypothesis "There is a significant difference in marital adjustment among newly married working women and working women who are married for more than 10 years.”

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Table 6 Showing the mean, standard deviation and t value of job satisfaction among newly married working women and working women who are married for more than 10 years:

Variables	N	Mean	S.D	df	t-value
Newly married women	30	147.4	26.15682	58	0.590725
Married for more than 10 years	30	143.7333	21.71752		

The 't- value' obtained for newly married working women and women who are married for more than 10 years on marital adjustment scale is 0.5907, the degree of freedom is 58 and the critical value at 0.05 level is 2.00 and at 0.01 level is 2.66. The obtained 't-value' is statistically not significant. Hence null hypothesis (H₀) which states that "There is no significant difference in job satisfaction among newly married working women and working women who are married for more than 10 years." is rejected. And alternate hypothesis is accepted "There is a significant difference in job satisfaction among newly married working women and working women who are married for more than 10 years."

DISCUSSION

According to the obtained results, we can see that, there is no significant relationship between marital adjustment and job satisfaction in newly married (0-5 years) working women. And there is a significant relationship between marital adjustment and job satisfaction in working women who is married for more than 10 years.

According to the results obtained we can see that there is a significant relationship between marital adjustment and job satisfaction in working women who are married for than 10 years, this might be due to their experience and length of the marriage, they would want to keep marital adjustment and job satisfaction separate but on the other hand we can see that there is no significant relationship between marital adjustment and job satisfaction in newly married working women as they might be in the trial and error phase and they look at marital adjustment and job satisfaction as something which goes hand in hand.

There is a significant difference in marital adjustment among newly married working women and working women who are married for more than 10 years. And there is a significant difference in job satisfaction among newly married working women and working women who are married for more than 10 years.

Here, we can see that there is significant difference for both marital adjustment and job satisfaction among newly married working women and working women who are married for more than 10 years. The length of the marriage does make a difference when they look at marital adjustment and job satisfaction, as working women who are married for more than 10 years might be more sorted in a sense of keeping job and family separately when compared with newly married working women.

Looking at the Hypotheses,

H1: There is **No significant relationship** between marital adjustment and job satisfaction in newly married working women.

H2: There is **No significant relationship** between marital adjustment and job satisfaction in working women who is married for more than 10 years. (Rejected)

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There is **significant relationship** between marital adjustment and job satisfaction working women who is married for more than 10 years.

H3: There is **No significant difference** in marital adjustment among newly married working women and working women who are married for more than 10 years. (Rejected)

There is a **significant difference** in marital adjustment among newly married working women and working women who are married for more than 10 years.

H4: There is **No significant difference** in job satisfaction among newly married working women and working women who are married for more than 10 year. (Rejected)

There is a **significant difference** in job satisfaction among newly married working women and working women who are married for more than 10 year.

Therefore, when we look at the outline of the study, we can see that even though there is no significant difference either in marital adjustment or in job satisfaction among newly married working women and working women who are married for more than 10 years, we can see that there is a positive relationship between marital adjustment and job satisfaction in newly married (0-5 years) working women. And this shows that length of the marriage does play a role with marital adjustment and job satisfaction.

Limitations

- Due to the pandemic, and constraints, there was a difficulty in reaching out the greater number of sample.
- The details like income, family type would have been used in the analysis.
- The qualitative aspect was not taken into consideration, if there was an interaction after filling the questionnaire, it would have given the research more in-depth information.

CONCLUSION

The research had objectives of checking the relationship between marital adjustment and job satisfaction among newly married (0-5 years) working women and working women who are married for more than 10 years. And to compare marital adjustment and job satisfaction among newly married (0-5 years) working women and working women who are married for more than 10 years. A total sample of 60 working women, where 30 were newly married working women and 30 were working women who were married for more than 10 years were included in the study. With the help of Google forms, the data was collected online using a snow ball sampling method. The tools which were used are Marital Adjustment Test developed by Locke, H.J., and Wallace. K. M (1959) and Job Satisfaction Survey developed by Paul E. Spector (1985). The statistical tool Pearson's correlation co-efficient was used to see the relationship between marital adjustment and job satisfaction and t-test was used to compare the marital adjustment and job satisfaction among newly married (0-5 years) working women and working women who are married for more than 10 years. The results indicated that, there is no significant relationship between marital adjustment and job satisfaction in newly married (0-5 years) working women. And there is a significant relationship between marital adjustment and job satisfaction in working women who is married for more than 10 years. Secondly, it indicated that, there is a significant difference in marital adjustment among newly married working women and working women who are married for more than 10 years. And there is a significant difference in job satisfaction among newly married working women and working women who are married for more than 10 years.

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Conflict of Interest

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