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Research Paper



A Study on The Correlation Between Career Aspirations and Marital Relationships

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ABSTRACT

The legal age for marriage in India for women and men is 18 and 21 years respectively. Despite that many young individuals prefer to marry late for a variety of reasons, some of which include career and educational aspirations. The present study explores the correlation between individuals' career aspirations and marital relationships, to understand if there is any significant and meaningful relationship between the different dimensions of aspirations of individuals and their outlook on marital relationships. A sample of 132 adults, aged 20 to 35, was selected for the study. To assess the career aspirations, Career Aspiration Scale -Revised, developed by Gregor and O'Brien (2015), was used, and outlook on marital relationships was assessed using the three Marital Scales developed by Park and Rosén (2013). Statistical analyses, including means, standard deviations, t-tests, Pearson's correlation, and regression analysis were conducted for data analysis. There were no significant differences found for male and female respondents and hence a global analysis was conducted. The study revealed a positive significant relationship between the dimensions of career aspirations and expectations from aspects of marriage. Understanding the relationship between these variables can have important implications for pre-marital, marital, as well as career counseling.

Keywords: Career, Achievement, Education, Leadership, Marriage, Intent, Attitude, Expectations

arriage and Marital Relationships

Marriage is considered as a system wherein the man and the woman have distinct roles and their union provides a social sanction as that of husband and wife. In order to maintain equilibrium in this system, adjustment between the two partners is essential and the enactment of role of one partner tends to correspond to the expectations of role of the other partner (Robert O' Blood, 1960, as cited in Ahuja, 2003).

Marriage or marital relationship is often defined as an interpersonal relationship which is close and intimate. It is characterized by interdependency which implies that behavior of one spouse affects the outcome seen in the other and vice versa. Close relationships such as this one, is often described by certain terms such as attachment, love, caring, commitment,

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oneness, trust, meaningful, significant, and stability (Berscheid and Peplau, 1983). The present study used the Marital Scales developed by Park and Rosén (2013), to assess important dimensions of marital relationships namely, intents, attitudes, and expectations related to marital relationships.

Intent to Marry: Intent to marry can be understood as the individual's willingness to get married which is likely to be backed by some reason or purpose. Studies have investigated individuals' intents to marry and found various reasons. Some common ones include, love, happiness, lifelong commitment, and strong friendship as well as intimacy with spouse (Campbell and Wright, 2010; Cherlin, 2004; Manap et al., 2013, as cited in Fallahchai and Fallahi, 2019). Some other reasons include, stability, having children, fulfilling religious duties, financial reasons, legal reasons, as well as social pressure.

General Attitude towards Marriage: Marital attitudes are defined as "the individual meaning and expectations an individual holds toward both marriage in general and their own future marital relationship" (Willoughby, 2010). Marriage attitudes which are embedded at a very high level, whether they are positive or negative, are likely to affect beliefs an individual has about relationships (Riggio and Weiser, 2008). These attitudes and beliefs can in turn affect behaviors with regards to decisions for marrying, and also affect individual's behavioral patterns within his/her relationship (Park and Rosén, 2013).

Expectations from Aspects of Marriage: Aspects of Marriage Scale (AMS) used in the present study measures the expectations from the various aspects of marriage, or the assumptions individuals have of what marriage ideally constitutes or rather should constitute. According to Khamse (2003), the subjective assumptions and standards which comprise of the "should" and the "should not" components, which may or may not be based on facts, that individuals have for their spouses and as well as marriage, are defined as marital expectations (Fallahchai and Fallahi, 2019). Age, ethnicity, religion, gender, marital status, as well as experiences about relationships are some of the factors that play a role in shaping expectations of marriage (Park and Rosén, 2013).

Career Aspirations

Career aspirations can be understood as ambitions, goals and desired ends related to an individual's career for which the individual modifies their behavior in order to achieve the particular aspiration. According to the Sewell et al. (1970), career aspirations can be defined as the driving force that is associated with action-oriented behaviors and which act as motivating factors for individuals for them to achieve their goals.

Career aspirations result from various factors such as the influences of personality of an individual as well as their gender, cognitive capacities and processes of an individual, the forces of the environment, as well as the characteristics of a particular career.

Important Domains

There are various important domains of career aspirations. The Career Aspiration Scale – Revised (CAS-R), used in the present study, assess three major domains through three subscales, namely, achievement, education, and leadership.

Achievement aspirations: Achievement aspirations is defined as "the degree to which you aspire for recognition, responsibility and promotion in your organization field" (Gregor and O'Brien, 2016). It often corresponds to the measures of achievement motivations.

Educational aspirations: Educational aspirations, defined as "the degree to which you aspire to advanced education, training, and competency in your organization or field" (Gregor and O'Brien, 2016), as measured by the scale are measures of interest which an individual has in pursuing ones' educational goals further.

Leadership aspirations: Leadership aspirations defined as "the degree to which do you aspire to leadership roles, or an increased influence in your organization or field" (Gregor and O'Brien, 2016), correspond to aspirations for leadership roles/positions, promotions, as well as, training and managing other individuals in one's own career (Gregor and O'Brien, 2016).

Rationale

Traditionally, marriage was considered to be an age-graded event, and young adults from early to mid 20s were expected to be married by this age (Gassanov et al, 2008). However, in recent times, chronological age is no longer a determinant for predicting the right age for marriage. A major cause is the preference for being independent and employed before marriage. It is also seen that roles of both men and women in professional and household fronts has changed, couples now share both, family and professional responsibilities together. The division of labor within the workforce and household is more or less equalized. Thus, understanding such new patterns in the personal and professional context is thus essential to understanding the latest norms that the youth follows. Marital relationships and career aspirations are two variables which can influence each other and success in either of these spheres of life can contribute positively or even negatively to the other sphere. Thus, it is important to find out how individuals' career aspirations impact their outlook on marital relationships, which can in turn have implications for their personal and professional well-being.

METHODOLOGY

Objectives

The objective of the present study was to assess the correlation between dimensions of career aspirations as assessed by domains of achievement, education, and leadership aspirations and marital relationships as assessed by individuals' intent to marry, general attitudes towards marriage, and expectations from aspects of marriage.

Hypotheses

- H1a There will be a significant relationship between achievement aspirations and intent to marry.
- H1b There will be a significant relationship between educational aspirations and intent to marry.
- H1c There will be a significant relationship between leadership aspirations and intent to marry.
- H2a There will be a significant relationship between achievement aspirations and general attitude towards marriage.
- H2b There will be a significant relationship between educational aspirations and general attitude towards marriage.
- H2c There will be a significant relationship between leadership aspirations and general attitude towards marriage.
- H3a There will be a significant relationship between achievement aspirations and expectations from aspects of marriage.

- H3b There will be a significant relationship between educational aspirations and expectations from aspects of marriage.
- H3c There will be a significant relationship between leadership aspirations and expectations from aspects of marriage.

Sample

The study was conducted on urban population and the sample included students pursuing higher education, working professionals, and non-working individuals, who were unmarried and between the age range of 20 to 35 years. Working professionals included those who were gainfully employed in any organization or self-employed. Non-working individuals included those were either not employed by choice, or were presently not employed but were seeking employment in the future. The total sample size was 132 with 98 females and 34 males. The data was collected through random sampling.

Instruments

Following were the instruments used in the present study:

The Marital Scales

The dependent variable, marital relationships, was assessed using the Marital Scales developed by Stacey S. Park and Lee A. Rosén of Colorado State University, Fort Collins, Colorado, USA (2013). There are three marital scales which include the Intent to Marry Scale (IMS), the General Attitudes toward Marriage Scale (GAMS), and the Aspects of Marriage Scale (AMS). Combining all the scales, there are total 36 items. For all three scales, each item is rated on a 7-point Likert scale, which ranges from 0 (strongly disagree) to 6 (strongly agree). The three marital scales can be applied to any individual despite the marital status of the individual, or their sexual preferences or orientation.

The Intent to Marry Scale (IMS): As the name suggests, the Intent to Marry Scale can be utilized for assessing an individual's intent to marry. The scale consists of a total of 3 items. The value of Cronbach's α , which is used to measure the inter-item correlation, was found to be equal to 0.91, which indicates excellent internal consistency and reliability of the IMS. Construct validity of the IMS was also established and the results indicated that the scores obtained from IMS were valid. The score range of the IMS is 0 to 18 and higher scores indicate a positive intent to marry of the individual.

The General Attitudes toward Marriage Scale (GAMS): This particular scale measures the general attitude of an individual towards marriage. The results reveal either a positive attitude towards marriage, or a negative attitude towards marriage, or certain specific affective reactions to marriage which include fears and doubts about marriage. The scale consists of 10 items. Inter-item correlations test was used to establish the internal consistency and the value of Cronbach's $\alpha = 0.84$ for the items of GAMS suggests good internal consistency. Validity analyses also revealed good construct validity for this particular scale. The score range of the GAMS is 0 to 60 and a higher score indicates individual's positive attitude towards marriage.

Aspects of Marriage Scale (AMS): The Aspects of Marriage Scale is primarily utilized for examining an individual's expectations for marital relationships. The scale consists of 23 items which measure the expectations from different aspects of marriage on six main domains, namely, romance, respect, trust, finances, meaning, and physical intimacy. Cronbach's α which uses inter-item correlations, was used for establishing the internal consistency, and the results further indicated that there was excellent internal consistency

with the value of $\alpha = 0.92$ for the AMS. Further, validity analysis reveals an adequate level of construct validity of the scale. The score range for AMS is 0 to 138 which are indicative of individual's positive expectations from the marital relationship.

Career Aspiration Scale – Revised

The independent variable, career aspirations of the individuals was assessed using the Career Aspirations Scale – Revised developed by Gregor and O'Brien (2015). The scale consists of a total of 24 items, and each of the three subscale has 8 items corresponding to it. There is a 5-point Likert scale to rate each item, ranging from 0 (not at all true of me) to 4 (very true of me). There is strong internal consistency as demonstrated through test-retest reliability, and the value of Cronbach's coefficient alpha exceeds 0.80, and the construct validity has also been established. The maximum score is 32 for each subscale. The three subscales measures three specific domains of career aspirations namely, achievement aspirations, educational aspirations, and leadership aspirations. The degree, to which an individual aspires to have significant achievements to their name as well as recognitions in their career, is measured by achievement aspiration subscale. The degree to which an individual aspires to continue their education/training in their career is measured by education aspiration subscale. The degree to which an individual aspires to be in a leadership role in their career is measured by leadership aspirations subscale.

Procedure

The study was conducted on individuals aged 20-35 years. Psychometric tools were selected for the study on the basis of the variables which were to be assessed in individuals. The tools included three Marital Scales (Park and Rosén, 2013) and the Career Aspiration Scale – Revised (Gregor and O'Brien, 2015). All the scales were self-report questionnaires.

The data was collected though an online and offline mode. In the online mode, Google forms were used. The data was collected only after the participants consented to participate in the study, and the participants were assured of their confidentiality. The first section of the forms included demographic details, the consent form, followed by the marital scales questionnaires, and the career aspiration scale questionnaire. The responses were scored according to the scoring procedure specified in the manuals of the tools. Post scoring, results and interpretation, data was analyzed and discussed and final conclusions were drawn and elaborated.

Statistical Analysis

The responses were scored and compiled on Microsoft Excel. For statistical analysis of the results IBM SPSS (Statistical Package for the Social Sciences) version 20 was used. Comparative analysis of the scores was conducted by running an independent sample t-test, by dividing the total sample between two groups on the basis of gender, into male and female. Post comparison, the correlation between variables was assessed using Pearson's Correlation Coefficient on the total sample size. Linear regression analysis was also conducted using SPSS for the variables wherein there was a significant correlation.

RESULTS

Table 1: Group Descriptive Statistics on Domains of Career Aspirations and Marital Scales

DESCRIPTIVE STATISTICS			
VARIABLES	GENDER	MEAN	STD. DEVIATION
Independent Variables			•
Achievement	Male	26.15	5.549
	Female	26.20	4.355
Educational	Male	23.38	6.010
	Female	24.48	5.666
Leadership	Male	25.21	6.034
	Female	24.43	5.375
Dependent Variables			•
IMS	Male	14.12	4.277
	Female	13.96	4.144
GAMS	Male	39.65	10.767
	Female	34.41	9.393
AMS	Male	118.82	19.881
	Female	121.57	16.095
$\overline{MALE} = 34, \overline{FEMALE} =$		121.57	

Table 1 shows the results of descriptive statistics of two groups of male and female respondents, which include the mean scores and standard deviation values on each of the domains and aspects of the independent and dependent variables.

Table 2: Independent Sample T-Test

SIGNIFICANCE

VARIABLES	t	df	ONE-SIDED p	TWO-SIDED	MEAN DIFFERENCE
Independent				•	
Variables					
Achievement	0.054	47.867	0.478	0.957	0.057
Educational	0.931	54.721	0.178	0.356	1.097
Leadership	-0.665	52.318	0.254	0.509	-0.777
Dependent					
Variables					
IMS	-0.188	55.983	0.426	0.852	-0.158
GAMS	-2.523	51.504	0.007	0.015	-5.239
AMS	0.727	48.855	0.235	0.470	2.748

A comparative analysis of the scores was conducted by running an independent sample ttest, by dividing the total sample between two groups on the basis of gender, into male and female. According to table 2, results of independent sample t-test suggest a significant difference at 0.05 levels (one-sided p < 0.05) between the two groups only on general attitude towards marriage (GAMS) with the mean scores of 39.65 and 34.41 respectively for male and female respondents.

Table 3: Descriptive Statistics of Total Sample on Domains of Career Aspirations and Marital Scales

DESCRIPTIVE STATISTICS				
VARIABLES	N	MEAN	STD. DEVIATION	
Independent Variables				
Achievement	132	26.19	4.669	
Education	132	24.20	5.754	
Leadership	132	24.63	5.539	
Dependent Variables				
IMS	132	14.00	4.163	
GAMS	132	35.76	9.991	
AMS	132	120.86	17.112	
Valid N (listwise)	132			

Table 3 shows the results of combined descriptive statistics of all the respondents, which include the mean scores and standard deviation on each of the domains and aspects of the independent and dependent variables.

Table 4: Correlation Analysis between Domains of Career Aspirations and Marital Scales

	Achievement Aspiration	Educational Aspiration	Leadership Aspiration
IMS	0.126	0.087	0.139
GAMS	0.120	0.075	0.146
AMS	0.499**	0.190*	0.393**
	< 0.001	< 0.05	< 0.001

^{**.} Correlation is significant at the 0.01 level (2-tailed).

Because there was no significant difference in the scores of the two genders, overall combined scores of both male and female populations were used for a global correlation analysis between individuals' career aspirations assessed by subscales, and overall outlook on marital relationships as assessed by three subscales IMS, GAMS and AMS.

From table 4, the result indicates that there is a weak positive correlation which is non-significant between the variables, the Achievement Aspirations and the Intent to Marry (IMS), with Pearson correlation coefficient (r) value of 0.126. Thus, hypothesis H1a which assumed that there would be a significant relationship between achievement aspirations and intent to marry stands rejected.

There is also a weak positive correlation which is non-significant between the variables, the Education Aspirations and Intent to Marry (IMS), with Pearson correlation coefficient (r) value of 0.087. Thus, hypothesis H1b which assumed that there would be a significant relationship between educational aspirations and intent to marry stands rejected.

A weak positive correlation which is non-significant is also seen between the variables, the Leadership Aspirations and the Intent to Marry (IMS), with Pearson correlation coefficient (r) value of 0.139. Thus, hypothesis H1c which assumed that there would be a significant relationship between leadership aspirations and intent to marry stands rejected.

The result indicates that there is a weak positive correlation which is non-significant between the variables, the Achievement Aspirations and the General Attitude towards

^{*.} Correlation is significant at the 0.05 level (2-tailed).

Marriage (GAMS), with Pearson correlation coefficient (r) value of 0.120. Thus, hypothesis H2a which assumed that there would be a significant relationship between achievement aspirations and general attitudes towards marriage stands rejected.

There is also a weak positive correlation which is non-significant between the variables, the Education Aspirations and the General Attitude towards Marriage (GAMS), with Pearson correlation coefficient (r) value of 0.075. Thus, hypothesis H2b which assumed that there would be a significant relationship between education aspirations and general attitudes towards marriage stands rejected.

The result indicates that there is a weak positive correlation which is non-significant between the variables, the Leadership Aspirations and the General Attitude towards Marriage (GAMS), with Pearson correlation coefficient (r) value of 0.146. Hypothesis H2c which assumed that there would be a significant relationship between leadership aspirations and general attitudes towards marriage stands rejected.

The result indicates that there is a positive correlation between the variables, the Achievement Aspirations and the expectation from Aspects of Marriage (AMS), with Pearson correlation coefficient (r) value of 0.499, which is statistically significant at 0.01 levels (2-tailed). Thus, hypothesis H3a which assumed that there would be a significant relationship between achievement aspirations and expectations from aspects of marriage was accepted.

The results also are indicative of a positive correlation between the variables, expectation from Education Aspirations and Aspects of Marriage (AMS) with Pearson correlation coefficient (r) value of 0.190, which is statistically significant at 0.05 level (2-tailed), and thus, hypothesis H3b which assumed that there would be a significant relationship between education al aspirations and expectations from aspects of marriage was accepted.

There was a moderate positive correlation between the variables, expectation from Aspects of Marriage (AMS) and Leadership Aspirations with Pearson correlation coefficient (r) value of 0.393, which is statistically significant at 0.01 level (2-tailed). Thus, hypothesis H3c which assumed that there would be a significant relationship between leadership aspirations and expectations from aspects of marriage was accepted.

Table 5: Linear Regression Analysis between Domains of Career Aspirations as Predictors of Expectations from Aspects of Marriage

PREDICTOR FOR AMS		
Variable	R	Adjusted R Square
AMS	0.499 ^a	0.243
a. Predictors: (Constant), Achievement		
b. Dependent Variable: AMS		
AMS	0.190 ^a	0.029
a. Predictors: (Constant), Education		
b. Dependent Variable: AMS		
AMS	0.393 ^a	0.148
a. Predictors: (Constant), Leadership		
b. Dependent Variable: AMS		

Table 5 shows the linear regression analysis, wherein the independent or predictor variables are the three domains of career aspirations namely, achievement, educational, and leadership aspirations, and the dependent or outcome variable is the Expectations from the Aspects of Marriage (AMS). The R values are representative of the correlation coefficient values between the variables. The Adjusted R Square values show the proportion of variance in the dependent variable that is predictable from the independent variables. The adjusted R-squared values are 0.243, 0.029, and 0.148, for independent variables achievement, educational, and leadership aspirations respectively.

DISCUSSION

The aim of the present study was to assess the correlation between career aspirations and marital relationships. A comparative analysis of the scores was conducted by running an independent sample t-test, by dividing the total sample between two groups on the basis of gender, into male and female. Results indicated that there was a significant difference between male and female respondents on general attitude towards marriage, wherein, male respondents on an average have a slightly more positive attitude towards marriage as compared to female respondents.

The finding on gender comparison with regards to general attitude towards marriage is consistent with previous literature available. Fallachai and Fallahi (2019) found women's scores on general attitude towards marriage to be lower as compared to men, in their study. Nejatian et al. (2022), also found a more positive attitude in male University students. Sonmez et al. (2023), had similar results wherein in one of the finding of the study, it was found that among unmarried young individuals, women scored lower on their attitudes towards marriage, and hence had a more negative attitude towards marriage as compared to men, and there also was a negative relationship between marriage anxiety and marriage attitude. However, there is no significant difference between the two groups on any other variables. This further indicated the relevance of considering overall combined scores of male and female respondents for correlational analysis between the variables.

The values indicated that the resulting correlations between the domains of career aspirations and the intent to marry and the general attitude towards marriage, have likely occurred because of random chance and it can be suggested that there is insufficient evidence to infer that the relationships between the intent to marry and the different domains of career aspirations are not statistically significant and meaningful.

On the other hand, results are indicative of statistical evidence which is strong enough to infer that there exists a strong and meaningful relationship between achievement, educational, and leadership aspirations, and expectations from aspects of marriage. Thus, individuals who have high aspirations in the specified domains are also those who have high expectations from different aspects of marital relationship, and when career aspirations increase, a positive change in expectations is likely to occur and they are likely to increase as well.

This is consistent with available literature. Carlson et al. (2004) found that higher levels of education are traditionally linked to higher rates of marriage in both the genders. According to Clark et al. (2009), individual levels of education influence beliefs and expectations of an individual about marriage, and it was found that several young adults had the belief that for an ideal marital partner, that partner needs to be educated, employed, as well as have life skills which are practical, and these individuals are likely not marry until such requirements

are fulfilled for their partners or even themselves (as cited in Willoughby et al., 2013). Beliefs related to educational contexts link marital beliefs related to employment as well as career aspiration. From the present sociological perspective, majority of individuals (both men and women) have specific goals for their careers as well as expectations which they consider to be essential prerequisites for marriage (Blakemore et al., 2005; Clarkberg et al., 1995, as cited in Willoughby et al., 2013).

Expectations in marriage also often stem from traditional roles of the spouses. However, with the changing nature of marriage, there has been less adherence to the traditional roles and marriage has become more inclusive. The findings of the study by Shirley M. Ogletree (2015), wherein it was found that more than half of the sample preferred a marriage which was egalitarian and balanced in nature in which both the partners were employed in a full-time role, while sharing household and childcare responsibilities together. It was also found that when individuals finished their educational careers and started working, the expectations of marriage grew higher as the individuals took on more suitable adult roles and positions such as those of a spouse and parent after quitting their role of a student (Gassanov et al, 2008, as cited in Vishista, 2020). It was also found by Kasearu, 2010, that marriage was more prevalent in individuals who were economically stronger and who had higher levels of education (Vishista, 2020).

Thus, the evidence confirms the findings that as career aspirations increase, so do the expectations from aspects of marital relationships, and these domains also predict expectations from marital relationships to some extent. Expectations of how each partner enacts the familial as well as the career roles will also act as predicting factors of the behavior of the individual as well as the couple within a marital relationship.

The values of regression analysis suggest that approximately 24.3% of the variance in AMS is explained by achievement aspirations, 2.9% of the variance in AMS is explained by educational aspirations, and 14.8% of variance in AMS is explained by leadership aspirations. Thus, the regression analysis suggests that the various domains of career aspirations moderately act as predictors of expectations from aspects of marriage.

However, these domains predict the expectations only to a limited extent, which indicates that there are other factors determining the expectations from marital relationships. AMS assessed expectations on aspects of romance, respect, trust, finances, meaning, and physical expectancy. Thus, there is a probability that these could be important factors which predict more positive expectations from marital relationships along with different domains of career aspirations. It has also been indicated in previous literature that other dimensions of marital relationships could also be predictor variables such an individual's positive attitude towards marriage might cause him to be more optimistic about the expectations from the various aspects of marriage, and vice versa.

The expectations could also be dependent upon the various needs of the individuals that the marital relationships can fulfill, the more important the need that can be fulfilled or the more the needs can be fulfilled, the more there is preference for marriage and positive expectations from the various aspects. For instance, according to Leonhardt et al. (2020), men as compared to women preferred to get married in order to alleviate loneliness, while what held them back from marriage were the factors of loss of freedom as well as lacking personal readiness. On the basis of the qualitative analysis, it was found that women held back from marriage more because of the fear of relationship dissolution, as compared to

men. Overall, similarity was seen in marital beliefs in both men and women, with certain notable differences. In another study, Dai and Chilson (2022), found that the expectation of happiness from marriage motivated marital behavior in women but loss of independence discouraged marital behavior in them, whereas, possibility of starting a family motivated marital behavior in men, but fear of divorces was a discouraging factor.

CONCLUSION

The aim of the present study was to assess the correlation between career aspirations and marital relationships of individuals. It was found that all the domains of career aspirations were significantly positively correlated to the expectations from the aspects of marriage and these domains were found to predict slight variance in the scores of AMS) upon regression analysis. However, according to the results, there were clear indications that apart from the various dimensions of career aspirations, there are other factors which exist which influence the development of expectations from marriage.

An insight on the correlation between the variables of career aspirations and marital relationships can help understand how and to what extent each affects the other and thus, the findings can be implemented in taking important decisions by not just professionals but also employers, organizations and policy makers to allow men and women to have a good balance between their personal and professional lives. These findings can also be of relevance for marital research, premarital counseling, and family therapy, as well as career counseling.

There were also certain limitations in the study. First, there was an unequal sample size of male and female respondents which included only a small number of male respondents. The respondents who participated in the study were primarily from urban areas, which prevented the generalization of the findings to other individuals. Thus, larger sample size can be considered for future research which allows for greater ability to generalize. Comparative studies on different population groups which can be categorized on the basis of gender, age, employment status, marital status, relationship status and style, residential environments which can further include rural areas, suburban areas, and urban areas, communities, and other criteria.

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Conflict of Interest

The author(s) declared no conflict of interest.

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