

MARITAL ADJUSTMENT AND JOB SATISFACTION AMONG WOMEN EDUCATORS AND HEALTHCARE PROFESSIONALS

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Abstract:

This comparative study examined marital adjustment and job satisfaction among women teachers (n = 49) and nurses (n = 44) employed in various institutions, selected through purposive random sampling. Utilizing the Marital Adjustment Inventory (Pramod Kumar & Kanchan Rohatagi, 1976) and Job Satisfaction Scale (Amar Singh & T.R. Sharma, 1999), data analysis revealed significant differences in marital adjustment and job satisfaction between the two groups. Women teachers exhibited higher mean scores on both marital adjustment and job satisfaction, indicating better overall well-being and satisfaction compared to women nurses. Furthermore, a positive and significant correlation ($r = 0.21$) was found between marital adjustment and job satisfaction, suggesting that women with higher marital adjustment tend to experience greater job satisfaction. These findings underscore the importance of addressing workplace stressors and fostering a supportive environment to promote the overall quality of life for women in these professions.

Keywords: *marital adjustment and job satisfaction*

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Introduction:

Within conventional Indian society, women are traditionally viewed as primarily responsible for childbearing and domestic duties. Consequently, a misconception persists in certain sectors that educated women are prone to arrogance, disrespectful behaviour towards their husbands and in-laws, and are less inclined to be devoted wives or committed to their household. However, current perspectives in India suggest that educating a woman not only enhances her professional capabilities (such as in farming, teaching, nursing, weaving, and other diverse skills) but also improves her efficacy in maternal roles, leading to better marital harmony.

Marital Adjustment:

Marriage establishes specific rights and obligations for both the husband and the wife. Both partners are expected to mutually support one another and their children. A marital bond is formed when a union between a man and a woman receives societal validation, establishing a legal contract (Darby, et al., 2008). Spouses in a marriage share and divide responsibilities, which they subsequently fulfil. Marriage promotes intellectual synergy between the couple (Adegoke, 1987). It fosters profound love and affection, deepens emotional ties, and strengthens the companionship between two individuals who love each other, formalizing and ensuring the permanence of their

relationship publicly. When a couple achieves marital adjustment, they experience happiness and contentment in their marriage and with each other (Dhanraj Singh, 2014). Since every individual is inherently complex, the convergence of these complex individuals in marriage can naturally lead to challenges. Only couples who are sufficiently mature are capable of adjusting together (Tamunoimama Jamabo & Sunday N. Ordu, 2012). Without adjustment, the relationship is unlikely to endure. Adjustment is required across many domains, including finances, parenting, domestic tasks, intimacy, leisure activities, and social life. Marital adjustment is an ongoing, lifelong process, though it demands serious attention particularly during the early stages of marriage (Mohsin et al., 2013). Therefore, achieving marital adjustment requires a degree of maturity to grasp this dynamic and appreciate the growth and changes in one's spouse. The state of marital adjustment is characterized by an overall sense of happiness and satisfaction felt by both husband and wife concerning their marriage and their relationship with one another. Sinha and Mukerjee (1990) formally define marital adjustment as, "the state in which there is an overall feeling between husband and wife, of happiness and satisfaction with their marriage and with each other."

Job Satisfaction:

Job satisfaction is a widely recognized psychological dimension of functioning in any career (Nadia Ayub & Shagufta Rafif, 2011). According to Sempane, Rieger & Roodt (2002), "Job satisfaction relates to people own evaluation of their jobs against those issues that are important to them." It is considered related to significant outcomes for both employees and organizations, ranging from work performance to overall health and longevity (Spector, 2003).

The measurement of job satisfaction varies across researchers and surveys; there is no established consensus on the optimal or standard method (Cabrita et al, 2006). Some researchers gather data by asking respondents to rate their satisfaction levels with distinct facets of their employment: prospects for promotion, total compensation, rapport with supervisors, job security, autonomy in work, the nature of the work itself, and working hours (Clark, 1997). Other researchers require individuals to express their agreement or disagreement with certain statements using Likert-type or similar scales. Numerous factors are known to influence job satisfaction, spanning from demographic variables like age and gender to workplace aspects such as organizational involvement and self-esteem (Randy Hodson, 1989). Today, it is empirically well-established that individuals work for a variety of goals and motivations beyond mere monetary compensation. A recent finding demonstrates a positive correlation between job satisfaction and general happiness (Assadullah & Fernandez, 2008; Smith, 2007). These and other findings have prompted researchers to explore additional factors contributing to job satisfaction.

The subject of job satisfaction remains highly relevant for workers globally, particularly for women, who are often presumed to achieve workplace contentment more readily than men (Dencker, 2008; Bender et al, 2005). Work-family conflict arises when family obligations impinge upon an individual's professional life, driven by factors such as the presence of young children, primary childcare responsibilities, elder care duties, and lack of support from family members (Bartley et al., 2007). Studies have shown that nearly half of the women surveyed remain in jobs despite being dissatisfied. Women's job dissatisfaction stems from multiple sources, with the

quality of the working relationship with their superior being the most prominent. Dissatisfied women have been found to stay in their jobs for various reasons, including the desire to gain more expertise, skills, and personal development; a commitment to a work achievement they are unwilling to abandon; having adapted to working outside the home; a wish to sustain their personal careers; or because the job serves as a form of financial protection against the potential negative financial impact of a divorce (Koretz, 1997; Jalilvand, 2000). Women place a high value on rapid personal growth and continuous learning, which often encourages them to remain employed despite their dissatisfaction with numerous work-related issues (Lindsey, 2000).

Accordingly, a comparative study was conducted to address to compare marital adjustment and job satisfaction between female teachers and nurses, and to explore the relationships between marital adjustment, job satisfaction, and profession among women teachers and nurses.

Objectives :

1. To compare the marital adjustment of women teachers and nurses.
2. To compare the job satisfaction of women teachers and nurses.
3. To examine the relationship between marital adjustment and job satisfaction among women teachers and nurses.

Hypotheses:

1. Women teachers will have higher marital adjustment compared to women nurses.
2. Women teachers will have higher job satisfaction compared to women nurses.
3. There will be a positive and significant correlation between marital adjustment and job satisfaction among women teachers and nurses.

Method:

1. Sample:

The study sample consisted of 93 working women, comprising 49 teachers and 44 nurses, aged 20-37 years, selected from Pathardi Tehsil (Dist.- Ahilyanagar, Maharashtra) using purposive sampling, a non-probability sampling method.

2. Research Tools:

Marital Adjustment Inventory (Pramod Kumar & Kanchan Rohatgi, 1976): A 25-item inventory designed to assess marital adjustment in married individuals aged 28-58 years.

Job Satisfaction Scale (Amar Singh & T.R. Sharma, 1999): A 30-item scale comprising intrinsic and extrinsic job satisfaction statements.

3. Statistical Analysis:

The descriptive (mean, standard deviation) and inferential (t test and correlation method) statistical techniques were employed for data analysis and interpretation:

Results :

Table 1: Marital adjustment and job satisfaction of women teachers and women nurses.

DV's	Women teachers (n=49)	Women nurses (n=44)	t
	M (SD)	M (SD)	
Marital Adjustment	16 (2.78)	14 (2.83)	2.92**
Job Satisfaction	62.51 (10.72)	56 (10.14)	3.05**

The analysis of marital adjustment revealed that women teachers (N = 49) had a mean score of 16 (SD = 2.78), indicating a relatively high level of marital adjustment. In contrast, women nurses (N = 44) had a mean score of 14 (SD = 2.83), suggesting a slightly lower level of marital adjustment. The t-test result ($t(91) = 2.92, p < 0.01$) indicated a statistically significant difference in marital adjustment between women teachers and nurses, with women teachers exhibiting higher marital adjustment.

Regarding job satisfaction, women teachers (N = 49) had a mean score of 62.51 (SD = 10.72), indicating a moderate to high level of job satisfaction. Women nurses (N = 44) had a mean score of 56 (SD = 10.14), suggesting a relatively lower level of job satisfaction. The t-test result ($t(91) = 3.05, p < 0.01$) indicated a statistically significant difference in job satisfaction between women teachers and nurses, with women teachers reporting higher job satisfaction.

Table 2: Correlation between marital adjustment and job satisfaction

	Marital Adjustment	Job Satisfaction
Marital Adjustment	1	-
Job Satisfaction	.21**	1

The correlation analysis revealed a positive and significant relationship between marital adjustment and job satisfaction among women teachers and nurses ($r = 0.21, p < 0.01$). This suggests that as marital adjustment increases, job satisfaction also tends to increase, and vice versa. The correlation coefficient indicates a moderate positive relationship between the two variables.

Conclusion:

The study reveals significant differences in marital adjustment and job satisfaction between women teachers and nurses. Women teachers exhibit higher marital adjustment and job satisfaction compared to women nurses. The findings suggest that women teachers tend to have better marital relationships and are more satisfied with their jobs. The positive correlation between marital adjustment and job satisfaction indicates that improving one aspect can positively impact the other. These results highlight the need for targeted interventions to support women nurses, such as counseling and professional development opportunities, to enhance their marital adjustment and job satisfaction.

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