

The relationship between marital satisfaction and job satisfaction among employees of Social Welfare Organization at Tehran Branches

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Abstract: The present study's purpose is to survey the relationship between marital satisfaction and job satisfaction among employees of Social Welfare Organization at Tehran Branches in 2011-12. Research population included all on-the-job and married employees of Branches of social security in Tehran city. The sample included 100 subjects (47 female and 43 male) who were selected using the simple random method. The main hypothesis predicted a significant relationship between marital satisfaction and job satisfaction. The study was correlational. The research instruments were Enrich's marital satisfaction questionnaire (1997) and Brayfield and Rothe's job satisfaction questionnaire (1951). Descriptive statistics, Pearson's correlation and t tests were used to analyze the data. Results showed a significant relationship between marital satisfaction and job satisfaction $p < 0/05$ ($r = 0/41$). A significant difference was also found between male and female employees in marital satisfaction ($p < 0/05$); 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 ($p < 0/05$).

[Fariba Ebrahimi Tazekand, Narges Nafar, Raziye Keramati. **The relationship between marital satisfaction and job satisfaction among employees of Social Welfare Organization at Tehran Branches.** *Life Sci J* 2013;10(6s):804-812] (ISSN:1097-8135). <http://www.lifesciencesite.com>.

Keywords: marital satisfaction, job satisfaction, occupying and married employees, Social Welfare Organization

1. Introduction:

Marital satisfaction is a multidimensional concept that includes different factors such as personality features, financial matters, child rearing styles, and sexual relations. As Hakins said quoted from Ahuyi (2004), marital satisfaction is defined as a blooming mental emotion of mutual satisfaction and

experienced enjoyment. Marital satisfaction is, in fact, a positive attitude and emotion for wife and husband. using conflict solving style, selfdisclosure, spouse self-disclosure, view points toward spouse attributes and marriage duration (Russell Hatch & Bulcroft, 2004) have potential effects on marital satisfaction. Fincham, Beach & Davila (2004) showed that conflict solving style and

the ability to show feelings in the first 5 years of life is a determining factor in marital satisfaction. Couple's agreement on the style of relation, emotions expression, sexual relation, leisure time activities, home duties sharing, duration of being beside each other, external network and supply (Vangelisti & Huston, 1994) and incompatible explanations (Bradbury, Beach, Fincham, and Nelson, 1996) can affect other factors with regard to marital satisfaction.

Job satisfaction can be an important indicator of how workers feel about their jobs and a predictor of work behaviors such as organizational citizenship, absenteeism, and turnover. (Mount, 2006). Job satisfaction is refers to people's self-assessments about the extent to which they like or dislike their jobs (Spector, 1997). It could include specific interactions related to affective behaviors including: pay, promotion, supervision, fringe benefits of employment, contingent rewards, operating conditions, coworkers, nature of work, and communication (Spector, 1997; Wegge et al., 2007). Buitendach and de Witte (2005) proffer the view that job satisfaction relates to an including needs, values and expectations

Previous studies on marital satisfaction generally show that gender status does not predict the marital satisfaction. For example, Smith (1985) found that there is no difference between male groups and female groups in satisfaction. However, Faverz (1991) in a study on marital satisfaction found that men's evaluations of their marriage depends more on their financial status, family relationships, friends and spouse's personality than women (quoted by Hamidi, 2006). Farasat (2004) in his study (Evaluation and comparison of satisfaction and control source between housewives and employed married women of Tehran city) concluded that housewives had more marital satisfaction in comparison to the other group. Although there was no significant relation between other variables such as age, affection, children, marriage length and family income on the one hand, and marital satisfaction on the other. Kiger and Riley (2000) showed that in families

where both man and woman are employed, divide chores among themselves, and take care of their children; they exhibit more motivation in life and work. As a result, striking a balance in responsibilities and cooperation appears to produce a positive effect on marital satisfaction. Mousavi (2006) shows that marital satisfaction in employed married women is in some aspects more than housewives and threatening factors of marriage are less effective for them in comparison to the non-employed women. Moreover, they have a stronger relationship with their spouse. Studies show that employed women have more marital satisfaction than housewives. Specially those who have jobs with not-fixed work hours or part-time jobs (Khosravi, 2003), due to less work hours and work hour that is more compatible with women's other rules, are more satisfied with themselves (quoted by Mousavi, 2006). Noor (2002) in his/her study on 310 Malaysian women found that work-family-conflicts have a negative correlation with job satisfaction and health (quoted by Zandipour & et al, 2006). Research conducted by Tennessee, Fox, and Chancy (1998) on husband's jobs and marital conflicts showed that husbands' lack of job security has a highly significant relationship with wives' complaints about their low marital satisfaction (White & Rogers, 2006). Janning's (2006) study on the type of job and its relationship with partner's support showed that couples with jobs comparable in level and type give more support to each other and couples that have more marital satisfaction give more support to their spouse in comparison to those with less satisfaction. Studying the effects of job and life conflicts, Rondy (1998) concluded that these conflicts had a negative effect on job satisfaction and also on marital satisfaction. Weaver (1997) whose purpose was investigating the relationship between marital and job satisfaction found that the two variables were positively correlated with no significant difference between men and women in marital and job satisfaction. Campo's (2000) study on job and stress at home showed that there is a negative relationship between work pressure and marital life; in other words, when an individual feels more pressure, his/her marital relationship decreases. Kinnunen et al

(2005) in a study about relation between marital and job satisfaction on spouses' stress found that couples with the same attitude toward marital and job satisfaction suffered from the same level of stress. Lack of job and marital satisfaction causes stress, both at personal and interpersonal levels. Not having job satisfaction was mainly a result of individual stress, while a lack of marital satisfaction had more effect on interpersonal stress. Gumberman et al (2000) found that the match between work conditions and quality of marital relationship was positively related with relations with parents. Studying the effects of job on women's marital satisfaction, Shaieghian et al (2009) found a significant difference between employed and non- employed women in terms of marital satisfaction factors indicating that women's job affects marital satisfaction. Zandipour et al (2006) came to the conclusion that there is no significant relationship in job satisfaction level between men and women. In their investigation of relationship between marital satisfaction and job satisfaction in long term and sex differences, Rogers and May (2003) observed that job satisfaction and marital satisfaction were significantly correlated in long term. An increase in marital satisfaction was significantly related to an increase in job satisfaction. Furthermore, there was a negative correlation between marital disorders and job satisfaction, and this was similarly observed in both women and men.

Research Hypotheses

1. There is a significant relationship between marital satisfaction and job satisfaction among employees of Social Welfare Organization at Tehran Branches.
2. There is a significant difference between male and female employees of Social Welfare Organization at Tehran Branches in terms of marital satisfaction.
3. There is a significant difference between male and female employees of Social Welfare

Organization at Tehran Branches in terms of job satisfaction.

2. Methodology

The sample studied in the present research included 120 individuals who were randomly selected from the total population of married employees of Social Welfare Organization at Tehran Branches in 2010. 57 individuals of the subjects were female and 43 were male.

2.1. Tools

Two apparatuses were used in this study: Einrich's (1997) marital satisfaction questionnaire, and Brayfield and Rothe's (1951) job satisfaction questionnaire.

Einrich's marital satisfaction questionnaire: The original version of this questionnaire contains 115 items. Due to the length of the scale, a 47-item version was used in this study. In this form there were 5 choices for each item. The choices included completely agree, agree, no idea, disagree, and completely disagree. The scores carried by the choices were 5, 4, 3, 2, and 1 respectively. A subject's highest total score would be 235. The higher the score, the higher the marital satisfaction. Olson and Olson (1997) using Alfa coefficient method, reported that the questionnaire's reliability is 0.92. Soleimani (1994, quoted by Ghorbanalipur et al, 2008) obtained an index of 0.95 with this shortened form of the instrument.

Brayfield and Rothe's job satisfaction questionnaire: This questionnaire was developed in 1951. It consists of 19 items and its objective is measurement of job satisfaction level. Subjects give their answer to each item by selecting an alternative from among four choices ranging from "completely agree" to "completely disagree". Abedi (2002) reports an index of 0.63 for the internal reliability of this questionnaire.

2.2. Statistical analysis

Table1: The results of sample size according to age

Variable	frequency	range	minimum	maximum	mean	SD
Female	57	29	25	54	39.17	4.82
Male	43	35	27	62	44.42	5.89

Table2: the results of percentage and frequency according to educational degree

Variable	female		male	
	frequency	percentage	frequency	percentage
Educational degree				
Under Diploma	2	3.5	2	4.62
Diploma	7	12.28	8	18.6
Associate degree	5	8.77	6	13.95
M.A.	9	15.7	4	9.3
PHD	2	3.5	2	4.65
Total	57	100	43	100

Table3: the results of percentage and frequency according to marital satisfaction

Variable	female		male	
	frequency	percentage	frequency	percentage
high dissatisfaction	4	7.01	1	2.32
dissatisfaction	15	26.31	5	11.62
tolerable satisfaction	35	61.4	30	69.76
high satisfaction	3	5.26	7	16.26
total	57	100	43	100

Table4: the results of correlation coefficient between marital satisfaction and job satisfaction

Variable	N	correlation coefficient	df	sig
marital and job satisfaction	100	0.41	98	0.05

Table5: the results of T –Test to independent groups to compare the means of marital satisfaction

Variable	groups	N	M	SD	T	df	sig
marital satisfaction	Female	57	24.86	55.12	2.47	98	0.05
	male	43	176	21.97			

Table6: the results of T –Test to independent groups to compare the means of job satisfaction

Variable	groups	N	M	SD	T	df	sig
Job satisfaction	Female	57	47.17	7.93	0.14	98	0.05
	Male	43	47.37	9.52			

2.3. Results

Descriptive statistics indices such as: Frequency, Percentage, Mean, Standard Deviation, Minimum and the Maximum were taken into concern. Pearson's correlation and *t* tests were used for data analysis. The results were reported significant at the *P* value less than to equal to 0.05 ($p \leq 0.05$). The results of sample size according to age are presented in table1. Considering the table's results, women's average age is 39, the youngest is 25, and the oldest is 54, moreover, men's average age is 44, the youngest is 27, and the oldest is 62. The results of percentage and frequency according to educational degree are presented in table 2. Results of table 2 indicated that majority of women (56.14%) and men (48.83) have a Bachelor degree. the results of percentage and frequency according to marital satisfaction are presented in table 3. Results of table 3 indicated that majority of women (61.4%) have a moderate satisfaction, and majority of men (69.76%) also have a moderate marital satisfaction. the results of correlation coefficient between marital satisfaction and job satisfaction are presented in table 4. The results showed a significant relationship between marital satisfaction and job satisfaction $p < 0/05$ ($r = 0/41$). the results of T – Test to independent groups to compare the means of marital satisfaction are presented in table 5. A significant difference was found between male and female employees in marital

satisfaction ($p < 0/05$). the results of T –Test to independent groups to compare the means of job satisfaction are presented in table6. There was no significant difference between male and female employees in job satisfaction ($p < 0/05$).

3. Discussion

The current study is aimed at assessing the relationship between marital satisfaction and job satisfaction among employees of Social Welfare Organization at Tehran Branches in 2011-12. Testing hypothesis 1 shows that there is a significant relationship between marital satisfaction and job satisfaction among employees. These findings are consistent with the results of Noor (2002), Tennessee, Fox, and Chancy (1998), Janning's (2006), Rondy (1998), Weaver (1997), Kinnunen et al (2005), Gumberman et al (2000), Rogers and May (2003). To elaborate on this point, it could be pointed out that two main areas of life are job and family. As a result, balancing out the needs of these two domains is of a great importance. If an individual encounters a problem in of those areas, he would be challenged in the other one as well. Stress and difficult working conditions in some jobs have significant negative effects on physical and mental efficiency of the employee and it would also distort his/her family and social relationships greatly. On the other hand, when marital problems and conflicts increase, the person's abilities against work

pressures significantly decrease and consequently job satisfaction would reduce. Testing hypothesis 2 shows that there is a significant difference between male and female employees in marital satisfaction ($p < 0/05$). These findings are consistent with the results of Faverz (1991), Galliano(2003), McBride(1990), Rider(2000), Wentling(1992), Wood(1994), Betz & Fitzgerald(1995). To elaborate on this point, it could be pointed out that although there have been lots of social changes (in Iran) during the few past decades, and although women's collaboration in society has increased, family's and social's structures are unchanged so that the family and society's expectations of today's women are the same as those of housewives. In fact employed women are burdened with two important and heavy responsibilities at the same time (wife and mother role and job responsibilities) which are a heavy mental burden in comparison to employed men. Testing hypothesis 3 shows that there is no significant difference between male and female employees ($p < 0/05$). These findings are consistent with the results of Musavi(2006), Khosravi(2003) and Weaver (1997) To elaborate on this point, it could be pointed out that It seems that on one hand the determining factors in job satisfaction, e.g. income level, insurance, work hours, etc. are for men and women very close and on the other hand there have been some special facilities prepared to serve women's special conditions, e.g. sexual conditions, gestation, childbirth (maternity leave), lactation and there are also other special facilities for divorced and widowed women. Taking these facilities into account Their enjoyment of these facilities would improve their work conditions and their feeling of job security and would ultimately result in a feeling of job satisfaction comparable to that of men.

Suggestions:

1. Delicate rehabilitations in order to change some familiar traditional patterns in families; such as achieving symmetrical roles between husband and wife.
2. Setting up rules and guidelines in family to help women to willingly accept their wife and motherhood roles without pressure so that they can perform their own social and vocational roles in a more appropriate condition and with a more positive self-image.
3. Teaching women life skills in order to develop their abilities and capabilities and help their mental health.

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1/10/2013