

Original Article

The Role of Psychological Well-being and Job Satisfaction in Predicting Marital Adjustment among Female Students

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Abstract

Background and Aim: Marital adjustment is a complex phenomenon and is affected by various internal and external factors. Psychological well-being plays a significant role in the well-being of marital relationships. In contrast, social interactions and career circumstances also affect marital adjustment. However, the threefold relationship between psychological well-being, job satisfaction, and marital adjustment has not been studied to this date.

Materials and Methods: The present study was a cross-sectional study that was conducted from May to August 2018. In this regard, 141 married female students were selected by voluntary sampling method by call and entered the study process after fulfilling the necessary criteria. The demographic checklist, the Spanier Dyadic Adjustment Scale, the Ryff scale psychological wellbeing Questionnaire, and the Overall Job Satisfaction-Brayfield & Rothe Questionnaire were completed by participants. Data were analyzed using Pearson correlation coefficient and regression analysis.

Results: Data analysis showed that psychological well-being and its subscales include autonomy, environment mastery, personal growth, purpose in life, positive relations with others and self-acceptance are a significant predictor of marital adjustment (*all p's* < 0.01). Findings also showed that job satisfaction has predicted marital adjustment in students ($p < 0.01$, $\beta = 0.246$). Also, a significant relationship was observed between the two indices of psychological well-being and job satisfaction ($p < 0.05$).

Conclusion: The findings of this study indicate the significant role of psychological well-being and job satisfaction in explaining marital adjustment. These findings can be associated with clinical applications in the integration of preventive and therapeutic interventions in organizational and family therapy settings.

Keywords: Psychological well-being, Job satisfaction, Marital adjustment

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Introduction

Marriage is a global phenomenon that creates a new social arrangement (1). A healthy family with proper communication will play a constructive role in society. One of the most important problems in marriage is the conflict between couples.

The existing literature highlights the significant impact of specific interparental conflict on children's behavioral problems and its effects on society (2). Marital tension creates feelings of irritation, resentment, and disappointment surrounding the relationship, and is distinct from conflict and specific conflict strategies. Couples' interpersonal problems cause feelings of anger, frustration, or dissatisfaction that may eventually lead to marital conflict (3). Marital conflicts can lead to family violence or marital infidelity (4, 5). These conflicts are clinically significant because they impair the functions of two people's lives. One of the sources of conflict between couples is the lack of marital satisfaction. Dissatisfaction in a relationship can act as a trigger for the development of anxiety disorders and could also be responsible for the modulation and maintenance of these disorders, albeit the link between anxiety disorders and family relationships is bi-directional (6). The concept of marital adjustment is one of the common concepts to happiness and stability in marriage (7). Marital adjustment is referred to a general aspect of the marital relationship, because it is the main basis for creating a favorable family relationship and nurturing the next generation (8). Marital conflict is passed down from one generation to the next. Youth exposed to high and increasing levels of marital conflict reported high levels of internalizing and externalizing symptoms across adolescence. Adaptation is a dynamic, complex, and continuous process, and through adaptation, the individual adapts his / her changing needs to the constantly changing social environment, and adaptive people are known as active participants. Adjustment refers to the useful and effective behavior of a person in adaptation to the physical and mental environment so that the person can influence the environment and change it appropriately. Marital adjustment is a general assessment of the current situation of couples

(9). Lack of a healthy relationship between couples causes boredom and subsequent weakening of family structures. Couple intimacy and marital satisfaction can reduce this risk in married women's lives (10). Marital adjustment and satisfaction predict the continuity and quality of couples' interactions and can be considered as a reflection of their happiness (8).

In recent years, positivist researchers and theorists have opened a new field in psychology. Instead of focusing on pathology, positivist psychology believes that people can adapt to complex, difficult, and stressful life situations by emphasizing individual strengths and potentials. This approach has defined mental health as equivalent to positive psychological function and has conceptualized it in the form of the term "psychological well-being". Future of psychotherapy needs to be based on the more inclusive and integrative framework of existential positive psychology, which emphasizes flourishing through suffering (11). Therefore, the absence of illness symptoms is not enough to feel mentally healthy, and having a sense of life satisfaction, efficient and effective interaction with others; positive mood and progress are defined as characteristics of a healthy person (12). Psychological well-being is the perception of positive feelings and general satisfaction with one's life and the lives of others (13).

Job satisfaction is one of the important factors in job success and increase efficiency and personal satisfaction (14). Job satisfaction plays an important role in a person's mental well-being and ultimately has a significant effect on social relationships. Every employer is trying to increase the job satisfaction of its employees. Job satisfaction is one of the most important determinants of job sustainability (14). On the other hand, long-term stress in the workplace can lead to job burnout syndrome, which conflicts with the concept of job satisfaction (15). Prolonged stress can lead to burnout syndrome. Chronic stress can lead to job burnout and reduce job satisfaction (16). There is also a significant relationship between job stress and emotional fatigue and depersonalization (17).

Due to the high level of stress in the workplace, recognizing the mechanisms involved in controlling stress and increasing psychological well-being and, by its nature, increasing job satisfaction and marital adjustment is of clinical importance. According to the

above, the present study was conducted aimed to investigate the role of psychological well-being and job satisfaction in predicting marital adjustment of female students.

Methods

This study was a cross-sectional study that was conducted from May to August 2018. 141 married female students were selected by voluntary sampling method by call and entered the study process after meeting the necessary criteria. Inclusion criteria were age range of 18-45 years, being married, being student in the 2018-2019 semester, and obtaining written consent and residing in Tehran. Exclusion criteria were any severe psychiatric disorder during the research process. Demographic checklist, the Spanier Marital Adjustment Questionnaire, the Ryff Scale Psychological Well-Being Questionnaire, and the Brayfield & Rothe Job Satisfaction Questionnaire were completed by participants.

Materials

Demographic Checklist

This questionnaire was prepared and used by the researcher in order to collect personal information such as age, level of education, marital status and drug use status and hospitalization history.

Structured Clinical Interview for DSM (SCID)

It is a clinical interview used to diagnose Axis I disorders based on the DSM-IV. The reliability coefficient between evaluators for SCID is reported to be 0.60. Diagnostic agreement of this instrument in Persian language has been desirable for most specific and general diagnoses with reliability higher than 0.60. Kappa coefficient for all current diagnoses and lifetime diagnoses has been obtained 0.52 and 0.55, respectively (18).

Dyadic Adjustment Scale (DAS)

This questionnaire was designed to assess the marital adjustment of couples and has 32 items and the final score is in the range of 0 to 151. This tool evaluates the four components of 1) dyadic consensus; 2) dyadic satisfaction; 3) dyadic Cohesion and 4) affectional expression. A score of 100 or higher indicates the couple's adjustment and a score below 100 indicates

the existence of a marital relationship disorder and incompatibility and lack of understanding. The validity of this scale has been reported as acceptable in Iranian society (19).

Ryff scale psychological wellbeing - Short Form (RSPWB)

Ryff Short Form Psychological Wellbeing Questionnaire (20) was revised in 2002. This form is taken from the original form with 120 items. This tool evaluates the six components of autonomy, environment mastery, personal growth, purpose in life, positive relations with others and self-acceptance. This questionnaire consists of 18 items and is scored in the form of a six-point Likert scale (strongly disagree=1, somewhat disagree=2, slightly disagree=3, slightly agree=4, somewhat agree=5 and strongly agree=6). A high score in this test indicates high psychological well-being and a low score indicates low psychological well-being. Calderon et al. (21) reported the validity and reliability of this tool as desirable in their study. In the present study, Cronbach's alpha of this questionnaire was estimated to be 0.74.

Overall Job Satisfaction- Brayfield & Rothe (OJS)

This questionnaire was designed by Brayfield and Rothe and consists of 19 items and is scored on a five-point Likert scale. The range of scores that can be obtained is 5 to 19. In the present study, Cronbach's alpha of this questionnaire was estimated to be 0.74.

Pearson correlation test and regression in SPSS software version 22 were used to analyze the data. Before selecting the statistical test, the hypotheses of parametric tests were checked. The results of Kolmogorov-Smirnov test showed that the distribution of scores of research participants in all three variables was normal ($p > 0.05$). Also, the hypothesis of linearity between the variables was checked by analysis of variance and the default was confirmed ($p < 0.01$).

Results

In terms of demographic distribution, in the age index of participants, the highest frequency was related to the ages of 29-33 years with a frequency of 33.3 and the lowest frequency with a frequency of 14.2 was related

Table 1: Distribution of participants' scores in the study in three evaluated indices.

Variable	Average	Std. deviation
Marital adjustment	66.13	1.41
Psychological wellbeing	41.68	1.56
Job satisfaction	47.31	1.61

Table 2: Correlation matrix in examining the relationship between research variables.

Variable	1	2	3
1. Marital adjustment	-		
2. Psychological wellbeing	0.223**	-	
3. Job satisfaction	0.246**	0.203*	-

*P<0.05; **P<0.01

Table 3: Results of multivariate regression analysis in predicting total marital adjustment based on psychological well-being and job satisfaction.

	b	SE	β	t	Significance level
Psychological wellbeing	0.299	0.138	0.180	2.173	0.031
Job satisfaction	0.406	0.161	0.210	2.529	0.013

F(2,138)-6.965, P<0.01 R²=0.092, adj R²= 0.079**Table 4:** Results of univariate regression analysis test in predicting total marital adjustment based on psychological well-being and job satisfaction.

Index	Sub scale	b	SE	β	T	Significance level
	Autonomy	0.430	0.189	0.271	2.921	0.007
	Environment	0.350	0.115	0.176	2.197	0.093
	Mastery					
Psychological wellbeing	Personal Growth	0.510	0.194	0.288	2.987	0.006
	Purpose in Life	0.321	0.163	0.234	2.732	0.009
	Positive Relations with Others	0.593	0.201	0.298	3.029	0.005
	Self-acceptance	0.294	0.148	0.202	1.823	0.098
Job satisfaction		0.477	0.159	0.246	2.994	0.003

to the ages of 39-44 years. In terms of education level index, 65 participants (46.1%) were undergraduate students, and 76 participants (53.9%) were graduate students. Data analysis showed that no significant relationship was observed between age and education of participants ($P < 0.05$).

Pearson correlation coefficient was used to investigate the relationship between research variables. The findings are presented in Table 2.

As the findings of Table 2 show, there is a significant positive correlation between psychological well-being and job satisfaction with marital adjustment at the

significant level ($P < 0.01$). The results of multivariate regression analysis are presented in Table 3.

As the findings in Table 3 show, psychological well-being and job satisfaction are able to predict marital adjustment ($P < 0.05$). The univariate analysis of variance test was used for further investigation. The findings are presented in Table 4.

Examination of regression coefficients shows that psychological well-being and its sub scales include autonomy, environment mastery, personal growth, purpose in life, positive relations with others and self-acceptance are a significant predictor of marital

adjustment (*all P's* < 0.01). Findings also show that job satisfaction has predicted marital adjustment in students ($P < 0.01$).

Discussion

This study was conducted aimed to investigate the role of psychological well-being and job satisfaction in predicting marital adjustment of female students. Findings showed that psychological well-being is a significant predictor of marital adjustment. Findings also showed that job satisfaction has predicted marital adjustment in students.

Some of the findings showed that there is a significant relationship between psychological well-being and job satisfaction. Family is a natural social system in which couples have a major role in all its stages of development, and many factors play a role in their marital satisfaction. In this regard, and in line with the findings of the present study, the results of systematic review by Ewen *et al.* (22) showed that psychological well-being of workers has a significant relationship with workload, amount of work, support from employer and salaries. Also, the study of Lee *et al.* (23) showed that there is a significant relationship between job satisfaction and psychological well-being. Finding of the study Bentzen *et al.* (24) show that experiencing higher levels of job insecurity significantly predicted psychological illbeing, and a decrease in their psychological well-being. Also, results study by Lorber *et al.* (25) show that nurses are moderately satisfied with their work and life and that they display moderate levels of psychological and subjective well-being. In fact, psychological well-being means having positive psychological characteristics and lacking negative characteristics such as anxiety and depression. People with high psychological well-being play an active role in behaviors and relationships with the environment and experience a sense of control and dominance. They have the ability to establish positive relationships with others and feel satisfied with this relationship and intimacy with others.

Our findings showed that there is a significant relationship between psychological well-being and marital adjustment. In this regard and in line with the findings of our study, the results of the study by

Okabayashi (26) showed that there is a significant positive relationship between psychological well-being and the favorable marital atmosphere. Also, the findings of the study by Nicolini *et al.* (27) indicated the effective role of mutual social support in marital interactions on the psychological well-being index. Also, based on the findings of the study by Effati-Effati-Daryani *et al.* (28), the level of marital satisfaction was a significant predictor of women's anxiety and depression. Also, Findings from the study by Shek *et al.* (29) showed that the quality of the marital relation is closely related to the psychological well-being and adjustment of married adults. Psychological well-being is a complex construct that contains various dimensions. For example, psychological well-being includes both the presence of "positive affect, and the relative absence of psychological distress"

Some of the findings of this study showed that job satisfaction predicted marital adjustment in students. In this regard, research background shows that job stress plays a role in reducing emotional well-being and the emergence of a wide range of psychological disorders (30). Also, according to the findings of the study by Kiema-Junes *et al.* (31), psychosocial support is involved in participation and job satisfaction. Findings from the study by Ganson *et al.* (32) showed that job insecurity is associated with mental health problems such as anxiety and depression, which can have adverse effects on marital adjustment. In cross-correlation, the results of Son & Ham (33) study showed that marital status and work-life balance are significantly associated with job satisfaction. In other words, job satisfaction is a combination of cognitive satisfaction and emotional satisfaction towards the job. Cognitive satisfaction is a satisfaction that is based more on rational evaluation of working conditions. Cognitive satisfaction is therefore a comparative assessment and includes an assessment of circumstances, opportunities, and income. But emotional satisfaction is a person's emotional evaluation of his/her job. If a person experiences an unpleasant feeling in any of the marital or professional environments, this feeling is transferred to another environment and since it changes the behavior and performance of the person, it can eventually reduce the satisfaction in the other environment. Decreased mental health due to job dissatisfaction can reduce mental health and thus reduce adjustment and marital

satisfaction. In this regard, results study of Pereira et al, (34) show that marital dissatisfaction mediated the relationship between depression symptoms, sexual dissatisfaction, and PTSD symptoms. A healthy work environment can affect mental health and sexual satisfaction.

Conclusion

Marital satisfaction reflects individual happiness levels of marital relationship as many factors affecting marital relationship. Marital satisfaction is an exhaustive and multidimensional concept affected by different factors. Thus, this concept has been allocated a large number of the published research on marital relationship.

This study had some limitations in the implementation process. The mere use of the questionnaire tool can be considered as one of the limitations of this study. It can also be mentioned that the study population is limited. It is suggested that in future studies, in addition to paper and pen tools, biological assessments be used to examine the dimensions of marital adjustment.

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Conflict of Interest

The authors declare that they have no conflict of interest.

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