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Comparing Job Satisfaction, Intimacy and Marital Satisfaction of Married Men with Employed and Unemployed Wives in Bandar Abbas

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Abstract This study aimed to investigate the differences of job satisfaction, marital satisfaction and intimacy of married men with employed and non-employed wives in the city of Bandar Abbas. This research is applied in terms of purpose and descriptive causal-comparative method (post-event) was used. Research statistical population included all married men with employed and unemployed wives in the city of Bandar Abbas among whom 200 were studied using available sampling method. Job Satisfaction (1951), Marital Intimacy of Thompson and Walker (1983) and Enrich's Marital Satisfaction (1993) questionnaires were used to collect the data. Data were analyzed using multivariate analysis of variance (MANOVA) and SPSS software. The results of this study show that there is a significant difference between the average of job satisfaction in the group of men with employed wives and group of men with unemployed wives ($P < 0.01$, $F(1 \text{ and } 198) = 26.91$). The results also showed that there is a significant difference between the average of marital satisfaction in the groups of married men with employed and unemployed wives ($P < 0.05$, $F(1 \text{ and } 198) = 6.29$) and analysis of data in the third hypothesis showed that there is a significant difference between the average of marital intimacy in the groups of married men with employed and unemployed wives ($P < 0.01$, $F(1 \text{ and } 198) = 77.3$). It can be concluded that in families with employed wives, the structure change from traditional form to the modern one has changed the family structure and has affected the marital intimacy of men in the family. Moreover, tensions within families with both couples working effect on the jobs and job satisfaction of men significantly.

Keywords: job satisfaction, marital satisfaction, marital intimacy, both couples employed.

Introduction

Marriage means the combination of two people lives with relative independence of each side in order to complete each other's characters; marital link, as one of the most complex human relationships, is qualified to such a potential release of emotions that is less seen in other human relations (Goldenberg and Goldenberg, 2001). In the past decade, economic problems and changes in expectations of families from life have made more income necessary for the survival of the family. Nowadays, in many countries, the lifestyle has changed from families with one of the couples working into families with both couples working and this social phenomenon can affect the individuals' functions (Nazari, 2007). This research studies marital intimacy is defined as the ability to create efficient relationship with others with respecting individuality and that the person reaches a degree of perfection in order to have an intimate relationship with others. It is possible that the phenomenon of both couples working affect the marital intimacy and job satisfaction of these families (Shaevitz, 1980). In this study, we examine the differences in job satisfaction, marital intimacy and satisfaction of married men

with employed and unemployed wives in the city of Bandar Abbas.

Marriage is the first social core of humanity that satisfies human needs. According to both husband and wife working phenomenon due to economic pressures, although in these couples the employed wife supports the husband compared to unemployed wife and have better economic situation and experience less financial stress, different familial and career conflicts are seen in their lives among which are: job-stress, high workload, role conflict, problems related to child care, adult care and issues related to job, family and personal needs balance.

One of the components of mental health is having job satisfaction and researchers have reported the impact of job satisfaction on mental and physical health and marital satisfaction (Snyder, 2007). Job satisfaction is a positive emotional state that reflects employees' personal opinion about their work or the atmosphere in the workplace. Job satisfaction is a factor that enhances the quality of work and a sense of personal satisfaction. The researchers have defined job satisfaction from different views. Most experts agree about the job relationship with internal and social factors and believe that if the job provides the person with desirable enjoyment, the person is satisfied with the job (Spector, 1997).

One of the issues that is important in the family in which both couples are working is that the couples cannot respect the separate identity of each other and create a relationship with mutual understanding. This causes the couples no to be able to use their potential talents and capacities to solve their problems which affects marital satisfaction. Marital satisfaction is a situation in which husband and wife have a sense of happiness and satisfaction of marriage and each other in most cases. Marital satisfaction is actually a positive and enjoyed attitude that couples have of their different aspects of marital relations and marital dissatisfaction is actually a negative attitude and discontent over various aspects of marital relations. The satisfaction of people with their marriage is background provider and main core of satisfaction with life. In other words, it can be said that the health of the society and family is due to the satisfaction of people with their marriage. Marital satisfaction is defined as the agreement between the expectations of the married person from life and what experiences in life. Also, Weroff, Young and Coo (2000) define marital satisfaction as the compliance of behaviors in the marital life of couples with each other and the understanding, empathy and the love between them.

Research in the field of the effects of women being employed in the family is very important since there are two theories in this field. On the one hand, the family income increases with women working which caused economic stability in the couples. There are positive aspects of financial and economic status of the family like decreasing their financial stress (Zonker, 2004). On the other hand, female employment and the increase in family income cause role change in marital relations between spouses, so that in some cases caused the hatred of the husband form his wife working and the endeavor of the wife to change roles in their relationship. Consequently, with these two opposing ideas, research in this filed and its consequences is very important.

Different studies have examined marital intimacy and satisfaction of employed and housekeep wives. Also, may this newfound phenomenon in the family domain affect job satisfaction and there is research gap in this field.

This study was conducted to examine the question whether there is a difference between the job satisfaction, marital intimacy and satisfaction of men with employed and unemployed wives in the city of Bandar Abbas?

Methodology

This study is post-event research in terms of method (causal-comparative) and is applied in terms of purpose. The statistical population in this study included all men with employed and unemployed wives in the city of Bandar Abbas in 2014-15.

Exclusion criteria: 1. the unwillingness of the person to participate in this research project, 2. Receive of any psychiatric medication.

Non-probable purposive sampling method was used due to the nature of inquiry for sampling. In this research, the sample volume was considered 100 in each group as the total of 200 with the aim of increasing the statistical power and decreasing the errors of sampling and assessment.

Research Tools

Job Satisfaction Questionnaire:

This questionnaire is made in 1951 by Barry Field and Ruth in order to measure job satisfaction and contains 19 questions with 5 choices as strongly agree 1, Agree 2, no idea 3, disagree 4, and strongly disagree 5. Its aim is to examine the dimensions of job satisfaction in six dimensions of payment system, type of job, advancement opportunities, organizational climate, leadership style and physical conditions.

Mokhtari has reported the determination coefficient of this test as 0.87 using split-half method.

The reliability of a tool is the degree of its stability in the assessment of whatever it assesses meaning that to what extent the assessment tool gives similar results in similar conditions.

In the Mohammadi research, the reliability of the questionnaire was obtained as 0.86. The reliability coefficient of this questionnaire was 0.82 by Cronbach's coefficient in this study.

Inventory of Marital Intimacy:

Marital intimacy scale is made by Thompson and Walker (1983) with 17 items and is used to measure marital intimacy. The scale has a 7-point Likert scale with a higher score indicating greater intimacy. Thompson and Walker obtained the reliability of this instrument by Cronbach's alpha coefficient as 0.95. Subject score can be obtained by adding the item scores and dividing it by 17 (number of questions). Etemadi has reported the reliability of this instrument as 0.96 by Cronbach's alpha coefficient in Iran.

Marital Satisfaction Questionnaire:

In this study, Enrich Marital Satisfaction Questionnaire was used to examine marital satisfaction. The questionnaire was made by David H. Olson, David J. Fournier and Joan M. Drunkman. Its purpose is to determine work areas and strengths points and marital relations. Enrich questionnaire is a 115-question scale. The questionnaire is used for the assessment of potentially problematic areas or identifying areas of strengths of marital relation. It is also used to identify couples who need strengthen and guidance in their relationship. The questionnaire is been validated in several studies as a certain tool for marital satisfaction. Enrich questionnaire has used 12 subscales. The first scale has 15 questions and other scales have 10 questions.

Method: due to the importance of the research on the couples both working and the review of literature and research gap of the topic, the post-event method was chosen as the method of research. Consequently, theoretical and research literature was gathered due to the research subject. Then among the sample, 200 people were selected by non-probable purposive sampling method (100 people in each group) and among the selected sample, people who were willing to participate in the research and did not receive any psychiatric medication entered the research. After that, they were asked to complete the job satisfaction, intimacy

and marital satisfaction questionnaires.

Results

frequency distribution of education based on gender and employment status of couples in the study groups are presented in Table 1.

Table1. Frequency distribution of education based on gender and employment status of couples in the group studied

Job status of spouse	Gender	Frequency and percentage	Below diploma	Diploma	Above diploma	BA	MA and higher	Total
Unemployed	Male	Number	26	18	27	24	5	100
		Percentage of the group	26%	18%	27%	24%	5%	100%
		Percentage of the sample	13%	9%	13.5%	12%	2.5%	50%
Employed	Male	Number	9	13	26	42	10	100
		Percentage of the group	9%	13%	26%	42%	10%	100%
		Percentage of the sample	4.5%	6.5%	13%	21%	5%	50%
Total	Male	Number	35	31	53	66	15	200
		Percentage	17.5%	15.5%	26.5%	33%	5.5%	100%

As can be seen in Table 1, of the 200 samples, 35 people had lower than diploma (17.5 percent), 31 people had diploma (15.5 percent), 53 people had above diploma (26.5 percent), 66 people had graduate (33 percent) and 15 people had master's degree or higher (5.5%) degrees.

Table2. Frequency distribution of job satisfaction, marital satisfaction and marital intimacy in separate study groups

Group	Statistical index	Job satisfaction	Marital satisfaction	Marital intimacy
With employed wife	Mean	41.46	95.97	66.19
	Standard deviation	10.42	7.73	12.55
With unemployed wife	Mean	72.92	99.08	100.36
	Standard deviation	16.36	9.68	12.06
Total	Mean	57.19	97.52	83.27
	Standard deviation	20.87	8.88	12.32

Research Hypotheses:

1. There are significant differences between the marital intimacy of married men with employed and non-employees wives in Bandar Abbas.
2. There are significant differences between the marital satisfaction of married men with employed and non-employees wives in Bandar Abbas.
3. There are significant differences between the job satisfaction of married men with employed and non-employees wives in Bandar Abbas.

Multivariate analysis of variance (MANOVA) was used to investigate this hypothesis. Before hypothesis testing and test implementation, Levene's test is used for compliance assumption of variance equality of variables the results of which are presented in Table 3.

Table3. Results of Levin test for compliance assumption of variance equality of variables in the groups studied

Variable	F	First degree of freedom	Second degree of freedom	Level of significance
job satisfaction	4.01	1	198	0.08
marital satisfaction	0.173	1	198	0.641
marital intimacy	0.981	1	198	0.13

As seen in Table 3, the null hypothesis of equality of variances for the sample scores in variables is confirmed. The default of equality of variances scores in both groups of men with employed and unemployed wives is confirmed. After describing and checking the normality condition and equality of variance, we inferred the data of these variables.

Multivariate analysis (MANOVA) was used to compare the mean score of job satisfaction, marital satisfaction and marital intimacy between two groups the results of which are presented in Table 4.

Table4. Results of multivariate analysis of variance to compare mean scores of job satisfaction, marital satisfaction and marital intimacy between two groups

Variables	Test name	Value	F	df hypothesis	df error	Level of significance	Etta square
Groups	Philai effect	0.622	107.29	3	196	0.0001**	0.622
	Lambda Wilks	0.378	107.29	3	196	0.0001**	0.622
	Hostelling effect	1.462	107.29	3	196	0.0001**	0.622
	Biggest Roy Root	1.462	107.29	3	196	0.0001**	0.622

As shown in Table 4, the significant levels of all variables demonstrate that there are significant differences between the studied groups at least in terms of one of the dependent variables (job satisfaction, marital satisfaction and marital intimacy). The results of subjects' influences test are presented in table 5 to understand the difference.

Table5. The results of influences between subjects in terms of scores of job satisfaction, marital satisfaction and marital intimacy between the two groups

Dependent variable	Change resource	Sum of squares	Degree of freedom	Mean squares	F	Level of sig.	Etta square
Job satisfaction	Group	49486.58	1	49486.58	26.91	0.0001**	0.57
	Error	37268.2	198	188.22			
Marital satisfaction	Group	483.6	1	483.6	6.29	0.013*	0.031
	Error	15.210.27	198	76.82			
Marital intimacy	Group	58379.44	1	58379.44	77.3	0.0001**	0.281
	Error	149528.43	198	755.19			
Total	Job satisfaction	740894	200				
	Marital satisfaction	1917919	200				
	Marital intimacy	1594853	200				

Conclusion

This study aimed to investigate the differences in job satisfaction, marital intimacy and satisfaction of married men with employed and non-employed wives in the city of Bandar

Abbas. The results showed that there are significant differences among the level of job satisfaction, marital satisfaction and intimacy in married men with employed and unemployed wives and married men with employed wives have less job satisfaction, marital satisfaction and intimacy compared to ordinary men. Several issues have interference into the matter such as thoughts, values and points of view that the man and family have toward female experts which determine the appropriateness of both sides' duties in such families. For example, do spouses have the same vision about the division of household duties? Do they both agree on the division of financial responsibility? In short, to what extent both parties are interested and responsible for the equal relationship?

Moreover, job growth of the parties is an important issue. For example, one of the parties may have come to the conclusion not to prioritize job role and may consequently lose the required support of the job promotion of the other one. On the other hand, personal factors may prevent the person from accepting non-traditional roles, so he cannot allocate any time to work problems of the partner.

In the theoretical explanation of this finding, it can be said that family has mutual effect on job promotion and is one of the issues paid attention by most job promotion theorists. Michelle and Crombultz (1996) argue that environmental conditions and events are factors that affect employment trends. In recent years, both spouses have to work to meet the economic needs of their families. But there are women who choose the work as the path of success in life. Most women do housework and work roles in combination with each other. Families in which both parents work are known as both-employed or two-career couples. There are similar problems in both these families. Both-employed refers to families in which both spouses are usually working in technical, managerial or specialized jobs. Although the number of women who have changed their role will increase, more men participate in housework tasks. But this role division causes conflict. Role conflict is usually known as a system of competition between the requirements of different roles. The conflict in both-employed families usually occurs between occupational and familial roles. Society, in general, sees women duties in housekeeping. The division of duties between spouses usually tends to agree on the roles of family, children and other responsibilities of home. When a husband refuses to perform housekeeping tasks, his wife gets role pressure. Role conflict is when husband, wife or both of them believe that men should have the traditional role of breadwinner. These role conflicts have negative effect on the familial atmosphere and men's jobs.

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