

## Impact of Personality of Working Women on Marital Satisfaction

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### Abstract

Personality traits denote inherited or acquired individual characteristics of thought, feeling and actions that include the psycho-physical, emotional, conscious and unconscious behavior pattern of a person. The major problem in marriage is adjustment to a mate. Interpersonal relationships play an important role in marriage like friendships. But after marriage, the interpersonal relationships are difficult to maintain compare to social life. To evaluate the impact of personality traits on marital adjustment this study was carried out among working women in organized sector. A total of 300 employed women from different professions, e.g. education, health and other services were selected from Ranchi, Hazaribag, Ramgarh and Bokaro district of Jharkhand. Marital relationship is shaped by the action and interaction of various external factors like income, education, type of work, household responsibilities, type of family and internal factors viz., background, interest, temperament, values. Results reveal that majority of the respondents had similar interests and values. There was significant difference in temperament between college teacher-clerk and school teacher-clerk. The respondent belonging to higher service and lower service had no significant difference with respect to similarities of interest and value. Additionally there was a significant difference in adaptability between doctor and clerk, officer and clerk, and school teacher and clerk. To achieve marital harmony one has to be rational, tolerant, cooperative and loving. Successful marriage depends mainly on flexibility, independence, sufficient emotional support and positive communication between the partners.

**Keywords:** working women, personality, marital adjustment, organized sectors

### 1. Introduction

In traditional society the women's role has been characterized by dependency, inferior social culture and suffering. The financial demands on the Indian families are rising due to high standard of living, increasing expenses on children's education etc. The process of modernization, industrialization and urbanization have changed the position of women and established the new roles and status for them. The emerging trend of educated married women's taking up employment is liable to affect her culture, personality, her marital and family relationship. This dual roles demand both time and energy. They have family and professional problem also as they go beyond their homes and deviating from their traditional role of wives that affect the interpersonal relations with their husbands. Behavioural influences are the most important factor on the quality of the marital relationship.

#### 1.1 Temperament Interest and Value

Satisfaction level was found to be highest among those whose husbands helped in cooking and lower among those who did their cooking alone. Small family size, good health, adequate family income and grown up children were the main factor promoting satisfaction level of the working women in respect of their home role performance (Kaur and Punia, 1986). As self respect is more important, working women have to enter roles of two sets of overlapping responsibilities such as wife, mother and as earner that seems to be one of the major stress for them. For successful home maker one must possess domestic, economic, social and outdoor quality to create a real home from house.

#### 1.2 Adaptability in Marital Adjustment

Gutek *et al* (1991) and Bacharach *et. al.'s* (1991) perspectives suggest that time is a limited resource and the conditions of work and other contexts such as family may place competing demands on an individual's time. Personal factors of respondents at home and at work level, were more responsible for conflicts in both teaching and non teaching categories

than non cooperative attitude of husbands. Main effects of these conflicts included negligence towards children; irritated behaviors of husband and wife and tension, depression and unhappiness among them (Kaur *et al* 2003).

Adjustment in marriage is a continuous process and depends mainly on relationship within the family and husband-wife relationship. As marriage is a dynamic relationship, new understandings and adjustments continue to be necessary at each stage of life where, there are understanding to be sought, problems to be solved, crisis to be faced and decisions to be taken by them to meet their personal and family needs. Adjustment is the ability of spouse to emotionally attach to give and receive love. Spitze (1988) and Hochschild (1989) suggested that husbands' contribution to house work and wives' paid labour might be interpreted as understanding than sharing of the spouses. Personal characteristics such as temperaments, interests, values of life and their attitude play a significant role in relationship and adjustment. The problems faced by employed women are unique and multifaceted. They have to take more strain to achieve marital adjustment. Instead of dual responsibilities working women have to balance their time, effort and talent to achieve happy home (Kaila 2005).

### 1.3 Comparison of Temperament, Interest, Value and Adaptability between Selected Categories of Respondents

Emotional instability or neuroticism has been the most consistent personality predictor of marital instability. Low impulse control, particularly as inhibited by husbands, also emerges as a predictor of marital instability and dissatisfaction (Bentler and Newcomb, 1978; Kelly and Copley, 1987). Considerable evidence has accrued over the past few decades to suggest that at least five major personality dimensions are needed to capture the major ways in which individuals differ (Digman and Inouge, 1986; Goldberg, 1982; John, 1983, Mc Cral and Costa, 1982, 1985, 1987; Norman, 1963). These bipolar factors are surgency (Dominance, extroversion vs submissiveness, introversion), agreeableness (warm, trusting vs cold, suspicion), conscientiousness (reliable, well-organized vs undependable, disorganized), Emotional stability (secure, even-tempered vs nervous, temperamental), intellect or openness (perceptive, curious vs imperceptive, uncurious).

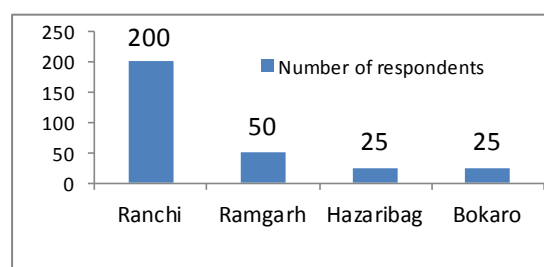
Personality factors, intelligence, dominance and extraversion are associated with adjustment in marriage. Husbands with high adjustment and their wives were more intelligent and possessed higher extroversive interest as compared to the couples showing low adjustment (Kumar and Rohatgi 1984). Kapur (1974) observed that even similarity of temperamental traits of spouses can lead to marital disharmony, if such traits clash with others. According to Dainton, Stafford and Canary (1994) relationship satisfaction is "an individual's attitude toward the partner and the perceived quality of the relationship". In correlation between higher education and attitude towards modernity aspect of social changes such as socio-religious, marriage, position of women and education. There was a positive correlation between higher education and attitude toward social change. Higher education is important for self dependent and to bring changes in society (Kumar *et al* 2004). Pradhan and Misra (1995) showed that the Spouse Support Satisfaction (SPSS) was related to work stress in men but not in women. The quality of the marital relationship was related to work stress in men and to family stress for both men and women. A trait is described as tendency to behave in a consistent manner in variable situations. Human personally is a bundle of traits. The basic personality traits are established by the age of 6 years. Some personality traits we cultivate (good manners), conceal (kindliness), modify depending upon the society (Park 2011).

The present study was undertaken to investigate impact of personality of working women on marital satisfaction.

## 2. Materials and Method

### 2.1 Participants

The survey design of research was used in the present investigation in four district of Jharkhand state namely Ranchi, Hazaribag, Ramgarh and Bokaro. The sample was purposively selected on the basis of representative average of working women in the state. A total of three hundred respondents were randomly selected-100 from different professions such as education (college teacher/ school teacher), health (doctor/ nurse) and other services (officer/clerk).



2.2 Instruments

The information of the working women were collected through a specially designed schedule for the purpose and adopted for the survey after needful modification in the light of the requirement of the pre-testing through a pilot study.

Temperament, Interest and value were measured on 5 - point continuum as given below:

Temperament/ Interest/ Value	Score
Very much similar	5
Similar	4
Neither similar nor dissimilar	3
Dissimilar	2
Very much dissimilar	1

**Adaptability:** The adaptability of the respondents was quantified as per the score given below.

Adaptability	Score
Almost always	4
Frequently	3
Occasionally	2
Rarely	1
Never	0

The respondents were contacted in advance and the purpose of the study was explained to them. The respondents generally showed keen interest and gave the responses with greater enthusiasm realizing that their responses may be recognized in a research to promote efforts of social and administrative agencies to minimize their problems. This helped a lot in getting sincerity and honesty from the respondents. Data were collected from the respondents with the help of the structured questionnaire. Regular follow up was made through telephone calls and personal visit.

2.3 Data Analysis

The data were coded, tabulated and analyzed for drawing the relevant interferences. Descriptive statistics such as average, frequency distribution, standard deviation and pair t-test were applied to determine the impact of personality on marital adjustment results and discussion. In order to test the significance of difference paired ‘t’ test was done. The value of ‘t’ was computed with the following formula.

$$t = \text{Mean difference} / \text{Standard of mean difference.}$$

3. Results and Discussion

3.1 Temperament, Interests and Values

Marital relationship involves interaction of two personalities. Individual personality traits of spouses play an important role in their marital interaction pattern. In marriage interpersonal relationship at all levels and in all its spheres is a delicate and extremely complex phenomenon. Adjustment is one of their efforts to meet needs and adopt environments. Majority had similar interests (34%) and values (43%). Similar background and well-adjusted couples have more similar values. Only 8.7 per cent respondents had very much similar temperament followed by 9 per cent interest and 21 percent value. Lowest number of respondents had high level of dissimilarities i.e., 6.7 percent, 8 per cent and 6.7 percent in temperament, interests and values respectively. In spite of dissimilarity in temperament, marital adjustment can be achieved. With dissimilarity the clash of personality also causes the trouble in marital relationship (Figure 1, 2, 3).

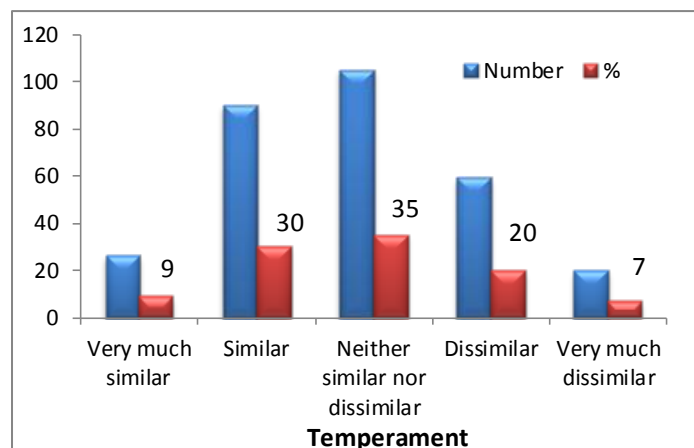


Figure 1. Temperament of spouse

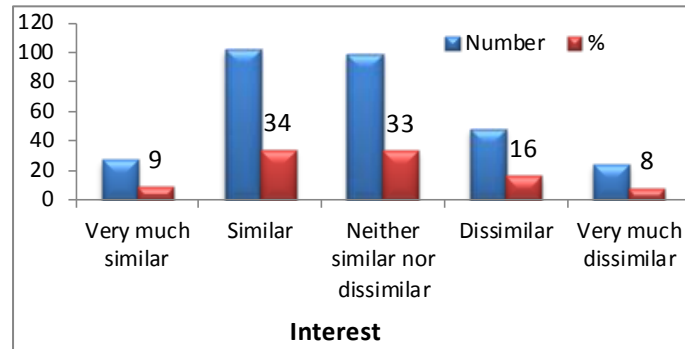


Figure 2. Interest of spouse

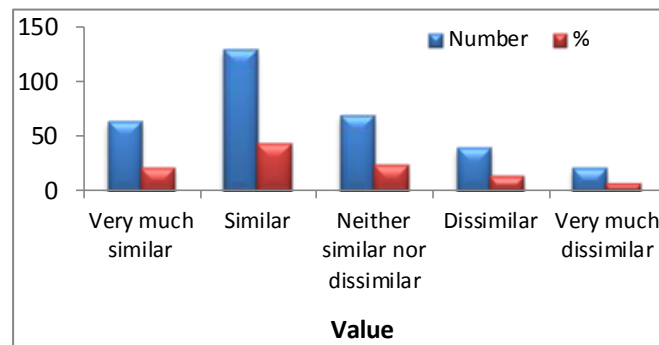


Figure 3. Value of spouse

3.2 Adaptability in Marital Adjustment

The ability to adapt oneself to different conditions and circumstances in life is essential quality for a homemaker. After marriage, a housewife has to adjust and adapt to the new environment of the husband’s home, as economic stress may require adaptability on the part of a housewife. Success and happiness in family life are very much dependent on the qualities of the homemaker.

Table 1. Adaptability of spouses

Sl. No.	Adaptability	Number	%
1	<b>Wife’s activity disliked by husband</b>		
	Almost always	8	2.7
	Frequently	35	11.7
	Occasionally	71	23.7
	Rarely	129	43.0
2	<b>Husband’s activity disliked by wife</b>		
	Almost always	18	6.0
	Frequently	38	12.7
	Occasionally	143	47.7
	Rarely	101	33.7
3	<b>Acceptance of thing done against wishes</b>		
	Accept it gracefully	44	14.7
	Accept it with little difficulty	117	39.0
	Tolerate it	127	42.3
4	<b>Accommodation</b>		
	Cannot accept it at all (become hostile/ accuse /abuse)	12	4.0
	Accommodate easily	57	19.0
	Accommodate with some difficulty	149	49.7
	Accommodate with great difficulty	56	18.7
	Cannot fully accommodate (grudge and grumble)	18	6.0
	Do not accommodate at all	20	6.7

Forty-three percent husbands rarely disliked wife’s activities followed by 23.7 percent occasionally and 11.7 percent frequently (Table 1). Similarly, highest proportion of husbands (47.7%) occasionally did such activities disliked by their wives, followed by 33.7 percent doing rarely and 12.7 percent frequently. In spite of things done against their wishes 42.3

percent respondents tolerated and accepted it. As far as accommodation is concerned 49.7 percent respondents did it with some difficulty. Marriage partners need to accommodate in marital relationship, come to mutual agreement on important issues and resolve conflict amicably for leading a happy and satisfied life.

### 3.3 Comparison of Temperament, Interest, Value and Adaptability between Selected Categories of Respondents

Difference in temperament is significant between college teacher–clerk and college teacher–nurse. Majority of the spouses had normal temperament (Table 2). There is no significant difference between the respondents belonging to higher service with respect to similarities of interest. A significant difference is observed between doctor–clerk, officer–school teacher, officer–nurse, college teacher–clerk, school teacher–clerk and clerk–nurse.

Value is also an adjustment to meet the needs of a given situation. The success or failure in life depends upon attitude of spouses. The different categories of respondents do not vary with respect to value except between officer and school teacher which was found to be significant. Spouses share similar value due to same caste and religion.

The clash of interests and values of life and temperamental traits of the spouses cause tensions and disharmony in marital relationship. But similarity between spouses with regard to temperamental characteristics is not beneficial for marital harmony. The human interests and desires together with the attitudinal patterns in family living lead to the realization of the values. A well adjusted and mentally healthy spouse is one who is able to keep their emotions under control.

There was a significant difference between doctor and clerk, between officer and clerk, and between school teacher and clerk as depicted by ‘t’ value. Doctor, officer and college teacher have adaptability at par. Similarly between school teacher and nurse and between clerk and nurse the adaptability was found to be at par. Maturity helps in their ideas and attitude with clear knowledge of the art of living. Family life education and counseling is needed for making successful and happy marriage.

Table 2. Comparison of temperament, interest, value and adaptability

Pair of respondent	t value			
	Temperament	Interest	Value	Adaptability
Doctor- Officer	0.194	1.940	-1.036	1.299
Doctor-College teacher	-1.275	0.105	-0.393	1.965
Doctor-School teacher	-0.100	-0.651	1.074	1.532
Doctor-Clerk	1.278	3.450 *	-0.545	2.807 *
Doctor-Nurse	0.942	-0.141	0.350	1.786
Officer-College teacher	-1.855	-1.720	0.643	0.616
Officer-School teacher	-0.290	-2.240 *	2.498 *	-0.109
Officer-Clerk	0.942	0.916	0.724	2.546 *
Officer-Nurse	0.667	-2.366 *	1.376	0.391
College teacher-School teacher	1.197	-0.730	1.769	-0.805
College teacher -Clerk	2.871 *	2.943 *	0.000	1.679
College teacher -Nurse	2.147 *	-0.204	0.777	-0.224
School teacher-Clerk	1.228	3.420 *	-1.751	2.400 *
School teacher-Nurse	1.010	0.538	-0.844	0.562
Clerk-Nurse	-0.111	-4.164 **	0.922	-1.710
Higher service-Lower service	1.762	0.000	1.507	2.272 *

\* significant at 0.05 percent probability level, \*\* significant at 0.01 percent of probability level

## 4. Limitations

Though efforts have been made to make the study as exhaustive, systematic and complete as possible, yet the study did suffer from certain limitations. The findings of the study are based on only the ability of the respondents to recall and their willingness and sincerity to furnish required information. The study will be applicable to areas with similar socio-economic and cultural situation.

## 5. Conclusion

Marital adjustment can be increased by manipulating personality traits for bringing peace and happiness in their life and also for betterment of family and society. In spite of proper management to ease their burden women have to work at home. In addition to their outdoor duties children are still remaining to be women’s primary responsibilities. This issue was not considered important until the middle and upper class women started to enter into job in organized sector. Some roles are expected to be played by family member, employer and government for infusing peace and happiness in the life of married couple for making a happy society and producing dedicated individuals. To achieve marital harmony one has to be rational, tolerant, cooperative, loving, respect the emotions and overlook weaknesses of the partner. Important factors for enhancing marital adjustment are likings of the spouse, temperament, interest and value. The study will help the married couple in mending their behavior, employer to change its policy for enhanced job satisfaction and consequently also their married life.

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**Annexure 1.** Temperament, interests and values of spouses

<b>Character</b>	<b>Number</b>	<b>%</b>
<b>1. Temperament</b>		
Very much similar	26	8.67
Similar	90	30.00
Neither similar nor dissimilar	105	35.00
Dissimilar	59	19.67
Very much dissimilar	20	6.67
<b>2. Interests</b>		
Very much similar	27	9.00
Similar	102	34.00
Neither similar nor dissimilar	99	33.00
Dissimilar	48	16.00
Very much dissimilar	24	8.00
<b>3. Values</b>		
Very much similar	63	21.00
Similar	129	43.00
Neither similar nor dissimilar	69	23.00
Dissimilar	39	13.00
Very much dissimilar	20	6.67

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