

THE IMPACT OF WORK-RELATED CONFLICTS ON MARITAL SATISFACTION

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ABSTRACT:

Work-related conflicts have increasingly drawn attention for their significant impact on individual's personal lives, particularly marital satisfaction. The relationship between work-family conflict and marital satisfaction is examined in this study. The purpose of this study is to investigate how work-family conflict affects marital satisfaction. Methodology: WFCS (Work-Family conflict scale) & QMI (Quality of marriage index) were completed by 60-60 individuals. The study's findings indicate a strong correlation between marital satisfaction and work-related conflicts, as indicated by the t-ratio of -3.38. This value suggests a substantial difference in the means of work-related conflicts (Mean = 25.2, SD = 6.15) and marital satisfaction (Mean = 30.2, SD = 9.68).

Keywords: work-family, marital satisfaction, work-life balance, personal lives, conflict.

INTRODUCTION:

Work-related conflict is a common circumstance in ultramodern society because people spend a lot of time and trouble at their jobs. Work-related conflict can impact numerous aspects of life outside of the office, anyhow of whether it's caused by a heavy workload, interpersonal issues, stress, or professional pressures. One of the primary areas affected by work-related stress and conflict is family life, particularly the relationship between wedded couples. Age, connubial status, gender, education, experience, time spent on family matters, and the number of dependents and children are specific characteristics that affect work-life balance. Elders and associates can still give social support at work. The connection between conflict between work and family and social support has been easily demonstrated in former conversations. According to Yildirim and Aycan (2008), claimed that administrative support included both necessary and emotional support. While necessary support recommended furnishing backing and direction, emotional support related to the director's keen understanding and mindfulness of work-family conflicts. Analogous to western countries, the pool in Iranian society is witnessing sociodemographic changes. One Recent statistics show that, in comparison to other corridor of the world, women's labour force participation is low in Middle Eastern countries, including Iran. still, the increase from 14 to 18 between 2000 and 2014 suggests that this trend is expanding.2. The advantages of work-family balance (and vice versa) have entered lower attention in the family literature in the work than the downsides (Carlson, Grzywacz, and Zivnuska 2009; Greenhaus and Powell 2006; Frone 2003). The expression "How family places profit from work places through experimental coffers, positive affect, and psychosocial capital deduced from involvement in work" refers to work-family enrichment" (Siu et al. 2010:471). Entering a creative terrain at work, for case, can ameliorate one's mood, which can also affect family life. For illustration, if a parent puts in redundant trouble to meet a deadline at work, they might be less active with their partner and kids. The conflict is complementary, according to this description. Work and family life can clash, and vice versa. Some meta-analyses (Amstad et al. 2011) have also found a negative correlation between marital satisfaction and work-family conflict (Hill 2005; Voydanoff 2005).

- Work-related conflict is a decreasingly common miracle in moment's presto-paced and demanding professional surroundings. This type of conflict arises when the pressures, arrears, or stressors from work slip over into particular life, dismembering the delicate balance between professional and particular spheres.

- Matrimonial satisfaction refers to the degree to which consorts feel fulfilled and content in their matrimonial relationship. High situations of matrimonial satisfaction are associated with emotional well-being, better communication, and stronger relational bonds.

Since both relations share in pool these days, stress can affect from the challenges of managing several locales. As preliminarily mentioned, this could affect in temporary challenges in juggling the demands of work and family scores (Greenhaus & Beutell, 1985). Consorts view work and family conflicts that affect from distrust between two life disciplines as significant stressors (Pearlin & Bierman, 2013). Particularly when both mates are full- time workers, time spent at work or on housework lowers connubial satisfaction. (Amato et al., 2003; Ford et al., 2007; Oshio et al., 2013; Stevens et al., 2001 Voydanoff & Donnelly, 1999; Yu & Liu, 2021). A meta- Büyükşahin- Sunal et al., 2022; Nesne, 10 (24), 204- 215 DOI 10.7816/ nesne-10-24-02 206 www.nesnedergisi.com logical study revealed the interposing part of WFC in the relationship between reduced family satisfaction and work-related stress (Ford et al., 2007). Work-family conflict has been found to be a positive predictor of couple separation and a negative predictor of family satisfaction in a longitudinal study (Burch, 2020). also, those who observe high situations of work- family conflict are n't probative enough at home, which lowers their mate's position of matrimonial satisfaction (Bakker et al., 2009). also, high situations of work- family conflict led to passions of guilt and enmity at home, which predicts dissatisfaction at marriage (Judge et al., 2006).

According to Yoo (2021) set up that in a large Korean sample, the matrimonial satisfaction of full-time married individualities was negatively impacted by both work- to- family and family- to- work conflict. Dropped matrimonial satisfaction is another effect of WFC. The relationship between WFC and matrimonial satisfaction has been the subject of several earlier studies, with varying degrees of success. Judge et al. established a negative correlation between matrimonial satisfaction and WFC conflict. The Perrone et al. study, advanced matrimonial satisfaction was associated with lower WFC. A negative correlation between FIW and matrimonial satisfaction was demonstrated by Eftekharsoadi and Bavi. nonetheless, they set up no connection between matrimonial satisfaction and WIF. Studies have constantly shown that WFC and matrimonial satisfaction are negatively identified. A study by Wulandari et al. (2019), for illustration, a high position of work- family conflict was linked to lower matrimonial satisfaction among babysitters, placing pressure on specific connections. also, when counting for the negative goods of work- family conflict, van Steenbergen, Kluwer, and Karney (2014) studied double- earner couples with children and set up that work- to- family enrichment conditioning appreciatively contributed to matrimonial satisfaction.

RESEARCH OBJECTIVES:

1.To assess the impact of work-related conflicts on marital satisfaction.

METHODOGY:

SAMPLE:

A total of 60-60 individuals were chosen from an urban setting, focusing on individuals working in various sectors such as corporate and education, private or government sector both. Married individuals age between 25 to 50 years and individuals employed full-time in any sector. It is important that employees took part in the study appropriate findings.

PSYCHOLOGICAL TOOLS::

Work-Family Conflict Scale:

The Work-Family Conflict Scale, created by researchers Kopelman, Greenhaus, and Connolly (1983), consists of eight items that measure the degree of inter-role conflict between work and family roles (work-family conflict). Grantley and Cropanzano (1998) state that if the items are reworded to make family demands the stressor, the measure can also be used to characterize the spillover of family responsibilities to work roles (family-work conflict). Responses are obtained using a 5-point Likert-type scale, with 1 denoting strong disagreement and 5 being strong agreement.

The Employee's must answer either of five options - "1= Strongly Disagree, 2= Disagree, 3= Can't Say, 4= Agree, 5=Strongly Agree to all 8 statements on a five-point scale. The score was five to one

in all the cases. There was no negative marking or reverse score items. Each employee's score was taken separately, and the total of each participant scores was used to get the item's overall score.

QUALITY OF MARRIAGE INDEX (QMI):

Participants in the Quality of Marriage Index (QMI) are asked to score how much they agree or disagree with generalizations regarding the caliber of their partnership. Items from Norton & Montgomery's Partner Communication Scale (PCS) are used in the QMI. The QMI is widely used in research and clinical settings to explore marital satisfaction and relationship dynamics. A seven-point Likert-type scale, with 1 denoting strongly disagree and 7 denoting strongly agree, is used to collect responses to the six items on the scale.

There are 6 items in scale, responses are obtained using a 7-point Likert-type scale where 1= strongly disagree, 2=Disagree, 3 =somewhat disagree, 4=Neutral, 5= somewhat agree, 6=agree, 7=strongly agree. The score was on to seven in all the cases.

RESULT AND DISCUSSION:

Variables	N	Mean	Standard Deviation	t-ratio	Level of Significance
Work- Related Conflicts	60	25.2	6.14	-3.38	0.01
Marital Satisfaction	60	30.2	9.68		

The results of the study present a comparison between two variables: Work-Related Conflicts and Marital Satisfaction, both of which were measured for 60 participants. The mean score for Work-Related Conflicts is 25.2, while the mean score for Marital Satisfaction is 30.2, with a standard deviation of 6.14 and 9.68 for the respective variables. The t-ratio calculated for these two variables is -3.38, which suggests a statistically significant difference between the two means.

The negative t-ratio indicates that, on average, participants reported lower levels of marital satisfaction (mean = 30.2) compared to the levels of work-related conflicts (mean = 25.2), though the magnitude of the difference is substantial. This could suggest that work-related conflicts may have an inverse relationship with marital satisfaction or may contribute to overall dissatisfaction in marital relationships. The larger standard deviation for Marital Satisfaction (9.68) implies a more diverse range of satisfaction levels among the participants, while the relatively smaller standard deviation for Work-Related Conflicts (6.14) indicates more consistency in reported conflict levels.

CONCLUSION:

The findings highlight the potential negative impact of work-related conflicts on marital satisfaction. The significant t-ratio reinforces the idea that these two factors are not independent, and addressing work-related stressors may play an essential role in improving marital satisfaction. Further research could delve deeper into understanding the causality between these two variables and explore strategies to mitigate the impact of work-related conflicts on personal relationships.

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