



Co-Relates of Happiness among Working Married Couples

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ABSTRACT

The present study was conducted to find co-relates of happiness among working married couples. The sample for the present investigation consisted of 375 working married couples from Tricity (Chandigarh, Panchkula and Mohali) and 375 from National Capital Region (Delhi, Noida and Gurugram). Standardized tools were used to measure various variables of the study namely- happiness, social support, personality. From the results we concluded that age does not have a significant effect on the level of happiness among the respondents in this sample. Educational attainment has a significant impact on an individual's level of happiness, with higher qualifications being associated with greater happiness and happiness may increase with marital duration, possibly due to increased mutual understanding, stability, and emotional bonding over time. Husbands reported a slightly higher happiness compared to wives. This trend continues with **social support** where wives perceived significantly greater support than husbands. In terms of **personality traits**, wives scored significantly higher on **conscientiousness, extraversion,**



agreeableness and neuroticism.

INTRODUCTION

Happiness is a multifaceted psychological state often defined by a combination of life satisfaction, emotional well-being, and positive affect (Lyubomirsky, 2001). In the context of marriage, happiness reflects not only individual mental health but also the quality and dynamics of the marital relationship. With the rise of dual-income households, particularly in urban centers, the exploration of happiness among working married couples has gained renewed relevance (Kalmijn, 2019). The pressures of managing professional responsibilities alongside family and relationship demands create a complex environment that can both enhance and challenge marital happiness.

Empirical studies have identified several correlates of happiness among working married individuals. These include effective communication, emotional intimacy, equitable division of household labor, financial stability, job satisfaction, and work-life balance (Diener et al., 2018; Lu et al., 2016). Gender roles, spousal support, and cultural expectations also influence the level of happiness experienced in dual-career marriages (Bianchi et al., 2012). In urban Indian settings such as Tricity (Chandigarh, Mohali, Panchkula) and the National Capital Region (NCR), these dynamics are further complicated by rapid socio-economic changes, shifting family structures, and increased professional competitiveness.

Now the time has changed from when the husband earned and the wife stayed at home to when husband earns and wife earns to. Today, mostly educated women of modern times seems to have a vision of gender equality. The percentage of females in regular employment in urban India has increased from 25.8% in 1983 to 33.3% in 2000 and now it is expected to reach 361 per 1000 females in the year 2026 (McNay, & Cassen, 2004). A significant change is witnessed in the labour markets of India as the entry of multinational companies (MNCs) in the rapidly growing. Where the majority of couples are working 40-50 hours per week and 53% of them are struggling to strike a balance between work and family. As two sides of same coin, the operation of multinational companies has both advantages as well as disadvantages for country like India. Multinational corporations (MNCs) have a various impact on the significant affairs related to the happiness and lives of working married couples. Considering MNCs, it offers job opportunities with handsome salaries, exposure to diverse work-environment, skills development and career advancement of an individual. It focusses not only the financial security of couples but provides partners with professional capabilities. As a result, multinational companies offer access to global network and flexible work arrangements, such as remote work options, which allow couples to balance their professional and personal lives more effectively. However, there can be



challenges also associated with multinational companies' employment like demanding nature of work which includes long working hours and high levels of stress and anxiety, depression which can hinder work-life imbalance and negatively impact on couple's relationships.

1.1 Happiness

The field of positive psychology defines happiness as a state of well-being that includes living a healthy life. A person who experiences positive emotions like joy, interest, satisfaction, enthusiasm and contentment seeks to maintain a positive attitude and experience infrequent negative emotions such as sadness, anxiety, depression and anger. Happiness is positively correlated with life satisfaction and an appreciation of life.

Happiness is defined as a continuous feeling of enjoyment, self-satisfaction, generosity, and delight arising from interest with oneself life and the belief that one will have a peaceful future. Emotions such as joy, interest, pride, love, comfort, gratitude, inspiration and hope are positive emotions that enhances our happiness and motivate us. Happiness is experienced when an individual goals are achieved or when they have positive engagement with their surroundings. It is a dynamic and individualized emotional state influenced by various factors such as career well-being, subjective well-being, social well-being, spiritual well-being, and emotional well-being. In scientific literature, happiness is referred as "hedonia," in an individual's life it involves the presence of positive emotions and the absence of negative emotions. Diener (2000) contributed to the understanding of happiness by identifying three dimensions: positive affect (experiencing pleasant moods and joyful events), the absence of negative emotions (fear, anxiety, stress, and life satisfaction).

Co-relates of Happiness and Marriage among Working Married Couples

Marriage holds significant meaning beyond its legal status. It plays an important role in regulating the reproductive behaviour of a couple. In modern times, many marriages end in separation or divorce. However, marriage remains an important status for individuals, offering a sense of security and satisfaction. Al-Darmaki et al. (2014) defined marital happiness as the extent to which spouses in a marital dyad perceive their relationship to be personally fulfilling and contributing to positive and healthy family functioning. According to Fincham and Beach (2010), couples who are happily married experience less mental and physical stress. A successful marriage is one in which both partners respect each other cultural values and principles they share common interests and committed to stay together under any circumstances. Marital happiness is a judgment made by a spouse that reflects the sense of

well-being or satisfaction they experience in the relationship. Marriage is one of the strongest predictors of happiness. Theorists have found that adults who are happily married experience the smallest decline in overall life happiness.

Studies highlights the connection between marriage and happiness with married individuals reporting significantly higher life satisfaction than those who are divorced or separated.

Social Support

Social support is a psychological term that refers to the care and assistance provided by others within an individual's network. It is essential for both physical and mental health, taking the form of advice, guidance, and physical help. This support encourages and motivates individuals, promoting well-being and resilience.

According to Cobb (1981), social support includes both informational and emotional aspects, such as advice or suggestions that an individual receives.

Sarason (1990) stated that social support involves having a network of friends who provide care and empathy during times of need, offering help from people who can be trusted easily.

Adelman (1995) defined social support as both verbal and nonverbal communication between recipients and providers, offering instrumental and emotional support. This interaction enhances an individual's perception of personal control over their life experiences through effective communication.

Types of Social Support

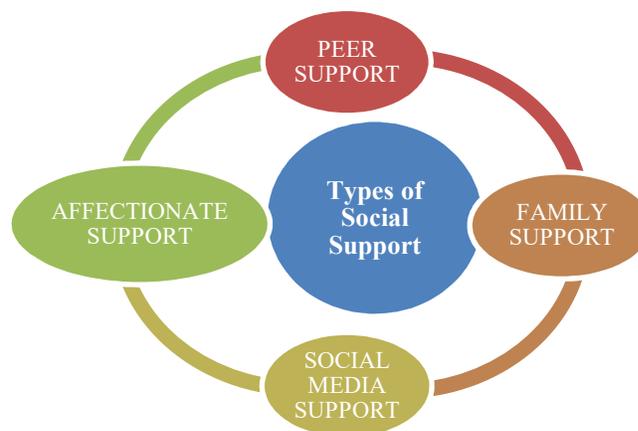


Figure 1.1: Types of Social Support

Peer support: Peer support refers to the mutual assistance provided by individuals within the same age group who share similar experiences. They help one another by discussing challenges and solving problems together. This support can take the form of group discussions or one-on-one interactions. It may



involve instrumental support, offering empathy, practical guidance, and fostering a sense of belonging. Peer support enhances resilience, reduces isolation, and encourages personal growth.

Family support: Family support is a foundational pillar that helps ensure the nurturing and safety of children within the family. It involves financial, emotional, and practical assistance. Family support contributes to the development of healthy relationships, effective communication, and strategies to overcome challenges together.

Affectionate support: Affectionate support is a form of emotional support that one receives from loved ones. It provides emotional comfort, care, empathy, and physical gestures of understanding. This support is crucial for maintaining healthy relationships, overcoming stress, and enhancing mood and acceptance.

Social media support: Social media support refers to the assistance an individual receives from their social networks online. It involves sharing advice, encouragement, or emotional support from people within the individual's digital community.

Co-relation of Happiness and Social Support among Working Married Couples

Sharma & Verma, (2021) found a positive and significantly relation with marital happiness. This indicates that individuals who perceive higher levels of emotional, instrumental, or relational support from their partners and social networks, and who possess greater psychological resilience, tend to experience higher satisfaction in their marriages. Findings revealed that it is very important for working married couples especially in middle age to have supportive relationships and strong coping skills. This helps them deal better with the pressures of work and family life and feel happier in their marriage.

Social support is a transactional process in which an individual's social network plays a crucial role in making them feel more comfortable at a particular situation. It includes providing empathy, care, love, and trust (emotional support), as well as providing human and non-human resource resources such as money and energy (instrumental support), evaluative feedback (appraisal support), and advice or suggestions (informational support). It is a concept and perception an individual has available support that can assist them in a particular situation. Social support reflects an individual's sensitivity toward the things they care about and their concern for the well-being of others closely involved with them. Support systems provide assistance and motivation to an individual in terms of their physical or emotional well-being, helping them to cope with stress more effectively. It can be either formal or informal. Informal support comes from friends, neighbours, relatives, or peers, whereas, formal support is provided by



organizations such as churches or community groups. A network of family, friends, neighbours, and community members available during times of need offers psychological, physical, and financial support. This support helps an individual to manage emotional stress, enhances their mental health, and improves their physical well-being. It alleviates feelings of isolation or loneliness, boosts self-esteem, and encourages healthier lifestyle behaviours. Having access to social gatherings provides individuals with a sense of security, belonging, and increased self-worth.

Personality

The word "personality" is derived from the Latin word "persona," which refers to the mask worn by an actor. The study of personality seeks to explain the differences in behavior among individuals, aiming to understand their thoughts, motivations, and feelings. Personality is the combination of characteristics or qualities that form an individual's distinctive character. Personality traits are significant factors influencing marital satisfaction, predicting life satisfaction, and shaping how individuals come together to create their unique identities.

Allport (1937) defined traits as the basic units of an individual's personality, which determine both common and personal traits influencing a person's characteristic patterns of behavior, thoughts, and feelings.

Cattell (1950) defined personality as that which determines how a person will behave in a given situation.

Murray (1951) described personality as a biological character that governs the organs or superordinate institutions of the body, emphasizing that without the brain, there is no personality.

Sullivan (1953) stated that personality is a pattern of interpersonal situations that characterize human life, shaped by age-appropriate social learning.

Gardner (1985) described personality as the impression an individual makes on others, including their social skills and charismatic qualities.

Cartwright (1998) defined personality as a person's experiences and behavior, combined with the psychophysical systems that contribute to the causal determination of their existing and functioning form.

Pervin (1999) defined personality as an individual's response to different situations, determining their strengths and weaknesses. Self-awareness, according to him, is crucial as it determines an individual's ability to realize their own potential.

Feist and Feist (2009) defined personality as a pattern of relatively permanent traits and unique characteristics that give consistency and individuality to a person's behavior.



Burger (2013) stated that personality is an individual's unique and stable patterns of behavior, thoughts, feelings, emotions, and actions.

Fromm (2013) explained that personality is the total of an individual's psychic qualities, including emotions and feelings, as well as one's mode of reaction and character, shaped by two objects of response.

Eysenck (2013) defined personality as a biological unit that is relatively stable and enduring. It is the organization of a person's character, emotional, and physical well-being, which determines their unique adjustment to the environment. His theory of personality was based on three dimensions: extraversion, neuroticism, and psychoticism.

Co-relates of Happiness and Personality among Working Married Couples

Humaira Noorani A. (2024) examined the relationship between the personality trait of conscientiousness and marital happiness. The research found a statistically significant positive correlation between conscientiousness and marital happiness among married individuals aged 30 to 55 years. This suggests that individuals who are dependable, organized, and responsible tend to experience higher levels of satisfaction in their marriages.

Rostami et al. (2020). Findings show that people who are more outgoing (extraverted), open to new experiences, kind and cooperative (agreeable), and responsible (conscientious) tend to have happier married life while those who are more anxious or emotionally unstable (high in neuroticism) are likely to feel less satisfied in their marriages.

Happiness among working married couples results from a combination of factors with personality traits. Traits such as optimism and extroversion contribute positively to an individual's well-being and happiness while individuals with agreeable and open personalities tend to build positive relationships which enhances their happiness. However, neuroticism has a negative impact on happiness. For working married couples in multinational corporations (MNCs), personality can be influenced by various factors such as individual characteristics, experiences, and the specific organizational culture of the MNCs. Working in MNCs presents both positive and challenging aspects which can significantly affect their professional and personal lives. Building a strong sense of empathy and concern towards each other can contribute to a harmonious work-life balance, fostering healthy, fulfilling relationships.

Cultural Adaptability: MNCs are known for their diverse and multicultural work environments. Couples working in such organizations come from different backgrounds and need to develop cultural



adaptability. This exposure broadens their perspectives increases openness to new experiences and fosters empathy towards different cultures. By navigating these diverse environments couples can develop a deeper appreciation for cultural differences which can positively impact their relationships.

Communication and language skills: In MNCs, couples interact with colleagues or clients from various countries. Effective communication skills become essential especially when navigating language barriers and cultural differences. This experience helps enhance communication abilities, including active listening, understanding nonverbal cues, and improving language proficiency. Additionally, working in an MNC can motivate couples to improve leadership qualities, as strong communication skills are crucial for successful collaboration.

Global mindset: Working in MNCs exposes couples to a global business environment. They may develop a global mindset, gain awareness of broader economic, social, and political perspectives, as well as recognizing the interconnectedness of global business operations. This mindset shapes their personalities by fostering international awareness, adaptability, and cross-cultural understanding making them more receptive to diverse ideas and experiences.

Collaboration and teamwork: MNCs emphasize collaboration and teamwork, often involving colleagues from different countries and cultural backgrounds. Working married couples in these organizations may improve their collaborative skills, including virtual communication, conflict resolution, and the ability to function in diverse teams. These experiences enhance interpersonal relationships and cooperation, traits that are valuable both in the workplace and within personal relationships.

The big five personality traits also known as the Five Factor Model, were established by D. W. Fiske and later expanded upon by Goldberg (1990).

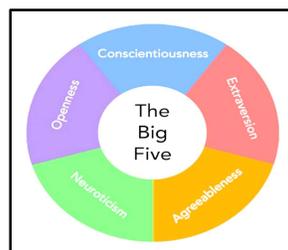


Figure 1.2: The Big 5 Personality Traits, Goldberg (1990)



Source: Goldberg, L. R. (1990). An alternative “description of personality”: The Big-Five factor structure. *Journal of Personality and Social Psychology*, 59(6), 1216–1229.

- **Openness**

Openness is one of the five core personality dimensions that drive behavior. It reflects traits such as imagination, open-mindedness, and a desire to learn new knowledge and skills. People who score high on openness are often divergent thinkers, artistic in nature, and abstract thinkers. They tend to generate multiple solutions for problems and make connections between different concepts and ideas. Openness is highly correlated with well-being, including an individual's overall happiness. In contrast, individuals with low openness prefer traditional approaches. They tend to be rigid, close-minded, and struggle to adapt to new situations.

- **Conscientiousness**

Conscientiousness refers to an individual's tendency to be responsible, disciplined, hard-working, and goal-oriented. It includes traits such as thoughtfulness, impulse control, and reliability. Highly conscientious people are well-organized, punctual, and have a structured approach to life. They plan ahead and regularly analyze their behavior to assess its impact on others. According to Friedman (1993), individuals who score higher on conscientiousness tend to enjoy longer lifespans compared to those with lower levels of conscientiousness. People high in conscientiousness are reliable, mindful, and task-oriented, while those low in conscientiousness may be disorganized, relaxed about their responsibilities, and struggle with time management and organizational skills.

- **Extraversion**

Extraversion is characterized by how outgoing and sociable a person is, and how energized they feel by social interactions. People high in extraversion are enthusiastic, positive, and enjoy being around others, often participating actively in social gatherings. They tend to enjoy public-facing roles and may be drawn to fields like sales, marketing, teaching, and politics, where they can be the center of attention or lead. On the other hand, individuals low in extraversion prefer solitude and may feel isolated in social settings. They tend to be more introverted, comfortable working alone, and may not seek out social interactions.

- **Agreeableness**

Agreeableness reflects an individual's ability to get along well with others. People who score high on agreeableness are trustworthy, altruistic, friendly, kind, and show affection for others. They tend to prioritize positive social connections and harmony in relationships. Highly agreeable individuals are cooperative and nurturing, often placing the needs of others before their own. In contrast, individuals with low agreeableness may exhibit more competitive or independent behaviors. They can be assertive



and less concerned with pleasing others, often focusing more on their own goals than on maintaining harmonious relationships.

- **Neuroticism**

Neuroticism is a personality trait characterized by emotional instability, moodiness, aggression, irritability, and self-doubt. It involves a tendency to experience negative emotions such as anxiety, sadness, and anger. People high in neuroticism are more likely to experience mood swings, develop stress and tension, and struggle with self-regulation. They often find it difficult to relax, even in their own space, and may have poor self-confidence. In contrast, the opposite of neuroticism is emotional stability, where an individual is calm, resilient, and able to manage stress effectively. Emotionally stable individuals have good decision-making skills, are less likely to overthink, and are able to cope with challenges and anxiety in a balanced way. They exhibit confidence and are more resilient in the face of stress.

Need of the Study

A successful married life contributes to satisfaction in all areas. Every individual aspires to have a successful marital life. This study explores the role of working married couples in their relationship focusing on aspects such as resilience, marital adjustment and job satisfaction.

Marriage is a social institution plays a crucial role in individuals' lives, offering companionship, emotional support, and shared responsibilities. In recent decade, significant changes have resulted in increasing number of married couples where both partners pursue their professional careers. This rise in dual-income households has transformed marital dynamics, as couples try to balance their work and personal lives. In India, where the traditional roles of women as homemakers and caregivers have been dominant, the entry of women into the workforce has created challenges in balancing work and family life. Over the past decade, Indian families have undergone rapid changes due to industrialization and modernization. Educational opportunities are now considerably greater than they were a decade ago, individuals are under constant pressure to balance their work and personal lives. Today, couples from all social classes are joining the workforce. As a result, they often struggle to spend quality time with their families, and long working hours have a lasting impact on their marital life. Consequently, personal, social, and sexual issues in their lives have become more widespread.

Objectives of the Study

The present research was designed keeping in mind the following objectives:



1. To assess the mean score of happiness among working married couples with respect to socio-personal profile.
2. To find out gender differences with respect to happiness among working married couples.
3. To find out gender differences with respect to happiness among working married couples in Tricity
4. To find out gender differences with respect to happiness among working married couples in National Capital Region

METHODOLOGY

The aim of the present study was to examine “Co-relates of happiness among working married couples”. A systematic procedure was designed for conducting the investigation, analysis and interpretation of data. Snowball sampling technique was used in the study. The tools used in the study have also been highlighted. Questionnaire method was used for the data collection. For the data analysis, IBM SPSS statistical version 20. software was used.

Type of the Study

Descriptive research design was conducted to evaluate co-relates of happiness among working married couples.

Locale of the Study

The locale of this study was Northern India, a region that has experienced rapid digital and economic growth over the last two decades, particularly in the Information Technology (IT) sector. This growth has been characterized by the proliferation of Multi-National Companies (MNCs) and a significant rise in urban migration by young professionals, including working married couples. The dual-income household trend has become increasingly common in the IT industry, contributing to financial stability but also intensifying challenges in maintaining work-life balance. The target population of this study are working married couples in the IT sector, was found to be most concentrated in two economic zones: **the National Capital Region (NCR)** and the **Tricity Region**.

Both NCR (Delhi, Gurugram, Noida) and Tricity (Chandigarh, Mohali, Panchkula) are prominent satellite city clusters, developed strategically to main urban centres and support regional economic growth. These cities reflect modern urban living intertwined with corporate ecosystems, and provide realistic microcosms to study work-life dynamics in MNCs.



Satellite cities are designed with planned infrastructure, residential corporate integration, and mobility networks that influence how married couples manage their work and personal lives making them especially relevant to this study.

Table -1 Recommended MNC Count for Survey on the basis of Sample Selection

Region	Big MNCs	Medium MNCs	Small MNCs	Total MNCs	Total Couples (Est.)
NCR	30	20	10	60	375
TRICITY	25	20	15	60	375

Assumption: 6-8 married couples per MNC

Plan to Meet the Target Sample Size of 750 Married Couples

Data were collected from working married couples, with two employees per couple participating in the study. On average, six couples (12 to 16 individuals) were surveyed from each selected MNC, depending on the organization's size and the participants' willingness. This approach ensured equal representation across companies of varying sizes in each region, providing balanced weightage. The sample included a diverse range of sectors and organizational cultures, thereby enhancing the breadth and applicability of the findings. This sampling strategy allowed for a comparative analysis of patterns based on both company size and regional variations among working married couples.

Target Population

The target population for the current study comprised working married couples. This demographic was chosen due to its relevance to the study's objectives, which focus on relationship between couples in dual-income households. Working married couples are particularly suited for such research, as they navigate the complexities of professional obligations and personal relationships on a daily basis.

From this triangulation of government data sources, it was estimated that NCR (specifically Delhi, Gurugram, and Noida) and the Tricity area collectively have a significant population of working married couples.

Sampling Technique

Snow ball sampling technique was employed to ensure the participants met the study criteria namely, being legally married, both partners currently employed and residing in the selected urban areas. The sample was balanced by gender, with equal representation of married males and females.



Inclusion Criteria

The investigator selected working married couples (25-45 years) who were fulfilling the following criteria

- Working married couples aged 25-45 years from National Capital Region Tricity and
- Those who were married and living together for a minimum of one year.
- Couples should work in a multinational company.

Exclusion Criteria. The criteria mentioned below was followed:

- Couples residing outside National capital region and Tricity.
- Those who are unmarried/ divorced/ widowed.

Tools Used

The selection of the tools was done keeping in mind the objectives of the study and efforts were made to ensure that the tools have adequate psychometric properties. Tool used for measuring various variables of the study have been stated in the Table 3.

Table- 2 Tools Used for Measuring Different Variables of the Study

VARIABLES	TOOLS USED
Dependent Variable	
Happiness	Oxford Happiness Inventory, Argyle (2001)
Social Support	Social Support Scale, Naik and Khan (2020)
Personality	Big Five Inventory by John & Srivastava (1999)

Oxford’s Happiness Inventory (2001)

The Oxford Happiness Inventory was developed by Argyle (2001) (Appendix -III). This questionnaire was administered to assess the perception of happiness among working married couples. It consists of 29 item questionnaires measuring the main components of happiness i.e. achievement and satisfaction, enjoyment and health. Subjects were asked to respond to the items by marking anyone of the six response options viz, strongly disagree, moderately disagree, slightly disagree, slightly agree, moderately agree and strongly agree is 1,2,3,4,5,6 and for negative items which are 1,5,6,10,13,14,19,23,24,27,28,29 in these items reverse score is applicable. The test-retest reliability



coefficient of the scale was 0.90. The range of scores for different categories of happiness is given below:

Table3 Categories of Analysis along with Range of Scores used for Happiness

Category	Range of scores
Low	52-93
Average	94-135
High	136and above

Social Support Scale (2020)

The Social support scale was developed by Shah Mohd. Khan (2020) (Appendix-IX). The scale consists of 21 items with 7-point the Likert- type responses viz., very strongly disagree, strongly disagree, mildly disagree, neutral, mildly agree, strongly agree, and very strongly agree. The scale consists of four dimensions: peer support, family support, affectionate support and social media support. The total score of the scale varies from 0-126. The scoring criteria for items are shown in the table. Cronbach’s alpha was 0.90 for determining the internal consistency(reliability) of the scale.

Table 4 Categories of Analysis along with Range of Scores used for Social Support Scale

Scoring	Very strongly disagree	Strongly disagree	Mildly disagree	Neutral	Mildly agree	Strongly agree	Very strongly agree
Positive	0	1	2	3	4	5	6

Big Five Inventory (1999)

Big Five Inventory was given by John & Srivastava, 1999. It consists of 44 item inventory that measures an individual on the Big Five Personality dimensions. It is constituted of five trait dimensions of personality extraversion (8 items), agreeableness (9 items), conscientiousness (9 items), neuroticism (8 items) and openness (10 items) and uses a 5-point Likert. The response categories for positively stated items were 5 = Strongly Agree (SA), 4 = Agree (A), 3 = Undecided (U), 2 = Disagree (D) and 1 = Strongly disagree (SD). The response categories for negatively stated items were 1 = Strongly Agree, 2 = Agree, 3 = Undecided, 4 = Disagree and 5 = Strongly Disagree. The internal consistency is satisfactory



for males (Cronbach's alpha = 0.83, 0.82, 0.79, 0.82, 0.90) as well as females (Cronbach's alpha = 0.74, 0.83, 0.85, 0.81, 0.92). The BFI scale has adequate convergent-discriminant validity coefficients.

Big Five Dimensions	Facet (and correlated trait adjective)
Extraversion vs. introversion	Gregariousness (sociable) Assertiveness (forceful) Activity (energetic) Excitement-seeking (adventurous) Positive emotions (enthusiastic) Warmth (outgoing)
Agreeableness vs. antagonism	Trust (forgiving) Straightforwardness (not demanding) Altruism (warm) Compliance (not stubborn) Modesty (not show-off) Tender-mindedness (sympathetic)
Conscientiousness vs. lack of direction	Competence (efficient) Order (organized) Dutifulness (not careless) Achievement striving (thorough) Self-discipline (not lazy) Deliberation (not impulsive)
Neuroticism vs. emotional stability	Anxiety (tense) Angry hostility (irritable) Depression (not contented) Self-consciousness (shy) Impulsiveness (moody) Vulnerability (not self-confident)
Openness vs. closedness to experience	Ideas (curious) Fantasy (imaginative) Aesthetics (artistic) Actions (wide interests)

	Feelings (excitable)
	Values (unconventional)

Source: Table adapted from John and Srivastava (1999)

RESULTS AND DISCUSSION

This chapter sequentially presents the results **of the present study** along with their interpretation in light of standard criteria **established** by researchers. It is systematically **aligned** with the objectives and **hypotheses** stated earlier. To achieve the objectives of the study, data **were** collected from 750 married adults (375 couples) **from the Tricity region** and 750 married adults (375 couples) **from the National Capital Region**. After scrutiny and editing of the data, the necessary statistical calculations **were performed to test the hypotheses**. This chapter presents an analysis of the collected data under the following subheads:

- 1 Comparison between the mean scores of various variables like age, educational qualification and no. of years of working married couples
- 2 Comparison between the mean scores of various variables of working married couples
- 3 Comparison between the mean scores of various variables of working married couples in Tricity
- 4 Comparison between the mean scores of various variables of working married couples in National Capital Region

Mean happiness scores of respondents categorized by age groups.

Table 5: Age-wise differences in happiness among respondents

Happiness					
Age	N	Mean	Std. Deviation	F-value	p-value
Less than 30 years	379	3.278	0.555	.608	.544
30-40 years	686	3.264	0.555		
Above 40 years	435	3.237	0.537		
Total	1500	3.260	0.550		

Table 5 presents the mean happiness scores of respondents categorized by age groups. The analysis shows that individuals aged less than 30 years reported the highest mean happiness score ($M = 3.278$), followed by those in the 30–40 years age group ($M = 3.264$), and finally those above 40 years ($M = 3.237$). Despite these slight differences in mean scores, the one-way ANOVA result reveals that the

difference in happiness across age groups is not statistically significant ($F = 0.608$, $p = 0.544$). This implies that age does not have a significant effect on the level of happiness among the respondents in this sample.

Distribution of happiness scores across different levels of educational qualification

Table 6: Educational qualification-wise differences in happiness among respondents

Happiness					
Educational qualification	N	Mean	Std. Deviation	F-value	p-value
Diploma	318	2.848	0.510	170.984	.0001**
Graduate	1077	3.334	0.500		
Post graduate	105	3.741	0.404		
Total	1500	3.260	0.550		

Table 6 shows the distribution of happiness scores across different levels of educational qualification. Respondents with postgraduate qualifications reported the highest level of happiness ($M = 3.741$), followed by graduates ($M = 3.334$), while diploma holders reported the lowest happiness scores ($M = 2.848$). The ANOVA test indicates a highly significant difference in happiness levels across educational qualifications ($F = 170.984$, $p = 0.0001^{**}$). This suggests that educational attainment has a significant impact on an individual's level of happiness, with higher qualifications being associated with greater happiness.

Least significant difference post hoc multiple comparisons for happiness scores based on educational qualification

Table 7 Multiple comparisons of happiness by educational qualification

Multiple Comparisons					
Dependent Variable:	Happiness				
LSD					
(I) Educational qualification	Mean	Std.	p-value	95%	Confidence

		Difference	Error		Interval	
					Lower Bound	Upper Bound
Diploma	Graduate	-.48624*	.03167	.0001**	-.5484	-.4241
	Post graduate	-.89284*	.05585	.0001**	-1.0024	-.7833
Graduate	Diploma	.48624*	.03167	.0001**	.4241	.5484
	Post graduate	-.40660*	.05073	.0001**	-.5061	-.3071
Post graduate	Diploma	.89284*	.05585	.0001**	.7833	1.0024
	Graduate	.40660*	.05073	.0001**	.3071	.5061

Table 7 presents the **Least significant difference post hoc multiple comparisons** for happiness scores based on educational qualification. The results show that the respondents with **graduate qualifications** report significantly higher happiness than those with **diplomas**. Those with **postgraduate qualifications** report significantly higher happiness than both **graduates** and **diploma holders**. The **largest mean difference** in happiness is observed between **postgraduates and diploma holders** (mean difference = 0.89284), indicating a substantial increase in happiness with higher education. All comparisons are statistically significant at $p < 0.01$, confirming that **higher educational attainment is positively associated with greater happiness**. This suggests that post graduate-level education is most strongly associated with happiness among working couples in Tricity, possibly due to better job opportunities, social mobility and shared intellectual compatibility.

Mean happiness scores of respondents categorized by the number of years of marriage

Table 8: Differences in happiness based on number of years of marriage

Happiness					
No. of years of marriage	N	Mean	Std. Deviation	F-value	p-value
Less than 8 years	786	3.113	0.542	64.066	.0001**



8-16 years	641	3.417	0.514		
Above 16 years	73	3.462	0.488		
Total	1500	3.260	0.550		

Table 8 displays the mean happiness scores of respondents categorized by the number of years they have been married. The results indicate that happiness tends to increase with the duration of marriage. Respondents married for **less than 8 years** reported the lowest mean happiness ($M = 3.113$). Those married for **8–16 years** reported higher happiness ($M = 3.417$). The **highest happiness** was observed among those married for **more than 16 years** ($M = 3.462$). The **ANOVA test result is highly significant** ($F = 64.066$, $p = 0.0001^{**}$), indicating that the number of years of marriage has a **statistically significant effect** on happiness. These findings suggest that happiness may increase with marital duration, possibly due to increased mutual understanding, stability, and emotional bonding over time.

Least significant difference post hoc test for differences in happiness-based years of marriage

Table 9 : Multiple comparisons of happiness by years of marriage

Multiple Comparisons						
Dependent		Variable:			Happiness	
LSD						
(I) No. of years of marriage		Mean Difference	Std. Error	p-value	95% Confidence Interval	
					Lower Bound	Upper Bound
Less than 8 years	8-16 years	-.30372*	.02809	.0001**	-.3588	-.2486
	Above 16 years	-.34867*	.06458	.0001**	-.4753	-.2220
8-16 years	Less than 8 years	.30372*	.02809	.0001**	.2486	.3588
	Above 16 years	-.04495	.06520	.491	-.1728	.0829
Above 16 years	Less than 8	.34867*	.06458	.0001**	.2220	.4753



	years					
	8-16 years	.04495	.06520	.491	-.0829	.1728

Table 9 shows the **Least significant difference post hoc test results** for differences in happiness based on the number of years of marriage. The analysis revealed that there is a **statistically significant difference** in happiness between the respondents married for **less than 8 years** and those married for **8–16 years** or **more than 16 years**, with the latter groups reporting higher happiness. Respondents married for **more than 16 years** and those married for **less than 8 years**. However, the **difference in happiness between the 8–16 years and above 16 years** groups is **not statistically significant** ($p = 0.491$), suggesting similar happiness levels among these two groups. These findings suggest that happiness significantly increases after the first 8 years of marriage and tends to stabilize in later years.

Comparison between the mean scores of various variables of working married couples

Table 10: Mean, Standard Deviation and t-test Results Comparing husbands and wives on various psychological and demographic variables

Gender		Mean	Std. Deviation	t-value	p-value
Happiness	Husbands	3.321	0.538	4.329	.0001**
	Wives	3.199	0.554		
Social Support	Husbands	55.000	14.595	4.222	.0001**
	Wives	58.252	15.226		
Openness	Husbands	34.855	8.041	4.465	.0001**
	Wives	32.979	8.231		
Conscientiousness	Husbands	33.557	7.432	4.290	.0001**
	Wives	35.236	7.719		
Extraversion	Husbands	34.651	6.421	4.022	.0001**
	Wives	35.992	6.495		
Agreeable	Husbands	33.560	6.229	5.347	.0001**
	Wives	35.296	6.345		
Neuroticism	Husbands	33.120	7.364	7.885	.0001**
	Wives	36.125	7.398		



***Significant at 0.05 level $p < 0.05$, **Significant at 0.01 level $p < 0.01$**

The second objective of the research was to find out gender differences related to happiness among working married couples. It was hypothesised that there will be no statistical gender differences with respect to happiness among working married couples.

provides a comparative analysis of working married husbands and wives across a wide range of variables, including happiness, social support and personality. The data is presented in terms of mean scores, standard deviation, t-values and significance levels (p-values). Statistically significant differences ($p < 0.05$) were observed in the majority of the variables, indicating meaningful gender-based variations in perceptions and experiences.

In terms of **happiness**, husbands reported a slightly higher mean score ($M = 3.321$) compared to wives ($M = 3.199$), with the difference being statistically significant ($t = 4.329$, $p = .0001$). This trend continues with **social support** where wives perceived significantly greater support ($M = 58.252$) than husbands ($M = 55.000$).

In terms of **personality traits**, wives scored significantly higher on **conscientiousness**, **extraversion**, **agreeableness** and **neuroticism**. The neuroticism difference ($t = 7.885$, $p = .0001$) is particularly noteworthy, as it could reflect greater emotional reactivity or vulnerability to stress in wives.

The obtained results for more happiness among husbands than wives were in the line with findings of Glenn and Weaver (1988) who indicated that married men were happier than married women. The possible justification of the obtained results could be that marriage improves men's sense of well-being, but women's happiness tends to diminish because of household responsibilities. However, they find it difficult to balance between work and family and can not accommodate enough to maintain a balance with in-laws.

In a study by Hori and Kamo (2018) in western countries gender difference was the predictor of happiness among married couples suggested that marital status was a strong indicator of happiness especially for men but not for women. The possible justification of the obtained result could be that on average men were more satisfied in life as compared to women because marriage provides benefits for men in male-dominated societies. In contrast, full time employment responsibilities for women as important primary caregiver increases work-family conflict and cancel out its positive effect for women.

In a study by Haines and Hurlbert, (1992), married men tend to be more dependent on their wives whereas women have multiple sources of support which includes friends, relatives and neighbours. Women have greater no. of relationships because they are more expressive towards their feelings. Men on the other hand portray a picture of formally socially bold and emotionally more stable than women. Therefore, they may not express the need for help from others.

Another reason social support is positively associated with individual happiness is especially for women, as women receive more support from their surroundings their network size and social get together vent out their stress and the number of friends influence their happiness index (Hori and Kamo, 2024).

Research conducted by Lynn and Martin (2013) where mean gender differences on Eysenck's three personality dimensions, such as extraversion, neuroticism and psychoticism, were collected. Data from the result revealed that wives scored higher than husbands on the part of extraversion. The possible justification of the obtained result could be that wives are more socially assertive, outgoing, talkative, enjoy group parties and generally do get energy from socializing and being around people, whereas husbands keep themselves private, have fewer friends and are not socially inclined.

Women were found to score higher than men on neuroticism could be discussed with the help of Costa et al. (2001). A possible explanation could be that wives may feel a lack of positive psychological adjustment and emotional stability in a stressful situation. They may be susceptible to pessimistic mood induction like anxiety, depression, or passive coping skills or even feel irritable when things do not work according to them.

Comparison between the mean scores of various variables of working married couples in Tricity

Table 4.11: Mean, Standard Deviation, and t-test results comparing husbands and wives on various psychological and demographic variables in Tricity

Gender		Mean	Std. Deviation	t-value	p-value
Happiness	Husbands	3.330	0.549	2.625	.009**
	Wives	3.225	0.550		
Social Support	Husbands	54.587	14.807	3.909	.0001**
	Wives	58.856	15.101		



Openness	Husbands	34.699	8.170	4.105	.0001**
	Wives	32.243	8.216		
Conscientiousness	Husbands	33.331	7.621	3.132	.002**
	Wives	35.077	7.654		
Extraversion	Husbands	34.624	6.513	3.269	.001**
	Wives	36.176	6.490		
Agreeable	Husbands	33.389	6.350	3.662	.0001**
	Wives	35.083	6.314		
Neuroticism	Husbands	33.296	7.395	5.146	.0001**
	Wives	36.085	7.450		

A comparative analysis between husbands and wives in the Tricity area across multiple dimensions including happiness, social support, personality.

Husbands reported a slightly higher mean score in happiness (M = 3.330) compared to wives (M = 3.225), with a significant difference ($t = 2.625, p = .009$), suggesting that men in the Tricity region perceive themselves as marginally happier. Conversely, **wives experienced significantly higher social support (M = 58.856) than husbands (M = 54.587),** indicating stronger emotional and interpersonal resources ($t = 3.909, p = .0001$).

When it comes to **personality dimensions, wives outperformed husbands on several traits, including conscientiousness, extraversion, agreeableness and neuroticism.** The higher neuroticism scores for wives ($M = 36.085$ vs. $M = 33.296, t = 5.146, p = .0001$) might reflect greater emotional sensitivity or psychological strain. Conversely, **husbands scored higher in openness (M = 34.699).**

Comparison between the mean scores of various variables of working married couples in National Capital Region

Table 12: Mean, Standard Deviation and t-test Results Comparing husbands and wives on various psychological and demographic variables in the National Capital Region (NCR)

Gender	Mean	Std. Deviation	t-value	p-value	
Happiness	Husbands	3.312	0.528	3.502	.0001**

	Wives	3.173	0.559		
Social Support	Husbands	55.413	14.389	2.057	.040*
	Wives	57.648	15.346		
Openness	Husbands	35.011	7.917	2.203	.028*
	Wives	33.715	8.191		
Conscientiousness	Husbands	33.784	7.242	2.932	.003**
	Wives	35.395	7.792		
Extraversion	Husbands	34.677	6.336	2.412	.016*
	Wives	35.808	6.503		
Agreeable	Husbands	33.731	6.109	3.901	.0001**
	Wives	35.509	6.376		
Neuroticism	Husbands	32.944	7.339	6.004	.0001**
	Wives	36.165	7.355		

*Significant at 0.05 level $p < 0.05$, **Significant at 0.01 level $p < 0.01$

Table 12 presents a comprehensive comparison between husbands and wives in the National Capital Region on various psychological, interpersonal and personality-related parameters. The analysis is based on mean scores, standard deviations, t-values and p-values, reflecting statistically significant gender differences in several key domains.

In terms of **subjective well-being**, husbands in NCR reported significantly higher **happiness** ($M = 3.312$) than wives ($M = 3.173$), with the difference being highly significant ($t = 3.502$, $p = .0001$). However, **wives perceived stronger social support** ($M = 57.648$) than husbands ($M = 55.413$), reflecting their deeper social networks or greater emotional reliance ($t = 2.057$, $p = .040$).

Personality traits showed clear differences, **wives scored significantly higher in conscientiousness, agreeableness, extraversion and neuroticism**, with neuroticism ($M = 36.165$) showing the most pronounced difference ($t = 6.004$, $p = .0001$), suggesting more emotional responsiveness or stress vulnerability. On the other hand, **husbands reported higher openness** ($M = 35.011$).

Suggestions

1. Work-Life Balance



The ability to manage job responsibilities without compromising personal or family time and imbalance in work life can often leads to stress, fatigue, and conflict, negatively affecting marital happiness.

2. Quality of Communication

It is important to includes active listening, open dialogue, and emotional expression. Couples who communicate effectively tend to resolve issues quickly and maintain closeness.

3. Emotional Support

Couple who provides care, validation, and understanding during times of stress or emotional need tends to have good relation. Emotional support strengthens trust and partnership, especially in demanding work-life situations.

4. Shared Responsibilities

It is important to have equitable distribution of household chores, childcare, and eldercare. It reduces feelings of being overburdened and promotes fairness and mutual respect.

5. Financial Stability & Agreement on Money Matters

Stable income, budgeting, and aligned financial priorities reduce arguments. Couples who agree on spending and saving goals report higher satisfaction.

6. Time Spent Together

Engaging in shared activities like meals, outings, or hobbies builds emotional intimacy. Even brief, meaningful interactions help maintain closeness in busy routines.

7. Job Satisfaction

A fulfilling job contributes to positive mood and reduced work-related stress at home. Dissatisfaction at work can spill over into personal relationships, reducing happiness.

8. Intimacy and Sexual Satisfaction

Includes emotional closeness, affection, and physical relationship. A healthy intimate life is strongly associated with marital happiness and trust.

9. Conflict Resolution Style

Refers to how couples handle disagreements constructive vs destructive styles. Positive strategies like compromise, problem-solving, and calm discussion improve relationship quality.

10. Personality Compatibility

Similar values, temperaments, and life goals help in better understanding and fewer conflicts. Even differences, when respected, can complement and enrich the relationship.

11. Social Support System



Help and encouragement from extended family, friends, or colleagues. A strong social network can buffer stress and provide perspective in challenging times.

12. Parenting Satisfaction

Satisfaction with roles and cooperation in raising children. Harmonious co-parenting enhances marital satisfaction and reduces parental stress.

13. Mental and Physical Health

Good physical and emotional health enables better coping, interaction, and intimacy. Chronic stress, anxiety, or illness can reduce energy and availability for the relationship.

Future Implications

- Workplace policies can be improved by promoting flexible hours and family-friendly environments.
- Counselling practices can be enhanced with targeted interventions focusing on communication, emotional support, and conflict resolution.
- Educational programs such as pre-marital and relationship workshops can be designed to teach practical life and relationship skills.
- Public health and welfare schemes can be tailored to support mental well-being, parenting, and work-life balance.
- Future research can explore cross-cultural, gender, and longitudinal aspects of marital happiness.
- These measures together can strengthen family units and contribute to a more emotionally resilient and productive society.

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