



Marital Adjustment and Quality of Life: A Comparative Lens on Working and Non-Working Women

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ABSTRACT

Marriage is built on love, trust and mutual commitment. It plays a major role in enhancing a person's emotional health and overall happiness. The capacity to sustain harmony and adjustment to evolving circumstances within the marriage is a critical factor influencing the quality of life. The experiences of marriage, marital adjustment and quality of life for women are closely interconnected and frequently shaped by their employment status. A comparative examination was performed to look at the conjugal alteration and quality of life of employed versus non-employed ladies. The research involved a sample of 40 women, comprising 20 who were employed and 20 who were not. Data were collected using standardized assessment instruments. The findings showed that there was a statistically significant difference between working and non-working women's quality of life and conjugal adjustment. Furthermore, there was a positive relationship between both groups' quality of life and conjugal adjustment.

**Introduction:**

Marriage is a lifelong commitment which is built on love, trust, mutual respect and shared responsibilities. It binds the two individuals who support each other's growth, face challenges together and build a meaningful life. Further, the success of a marriage often depends on the couple's ability to adjust to each other's needs, role and expectations. This adjustment in marriage is crucial in influencing the quality of life for individuals, especially women, as they deal with the intricacies of their roles within marriage, family, and society.

Women whether working or non-working have their own sets of challenges. Working women have to balance their work and domestic responsibilities which can lead to stress, role conflict and time constraints, potentially influencing their marital adjustment and quality of life. In contrast, non-working women are financially dependent upon their husbands, limited personal growth which might impact their marital satisfaction.

Moreover, cultural norms, societal expectations and gender roles further complicate the dynamics of marital dynamics and quality of life of females.

Examining the relationship between marriage, marital adjustment, and quality of life in both employed and non-employed women is essential for understanding the challenges they encounter. Hence, a comparative study was undertaken to evaluate marital adjustment and quality of life among employed and non-employed women in Uttarakhand.

Review of Literature:

Gayathri et al. (2024) examined conjugal alteration among professionally active and inactive women. The study included a sample of 400 ladies, with 200 working and 200 non-working ladies, all aged below 45 years. The findings revealed that employed ladies living in rural areas generally experience better marital adjustment. Additionally, employed women under 45 demonstrated improved conjugal alteration. Furthermore, employed women from joint family structures, as well as non-working women from nuclear families, showed better conjugal alteration compared to their counterparts—employed women from nuclear families and non-working women from joint families.

In Haryana, India, Nitu and colleagues (2024) delved into the sense of coherence and quality of life among women who were employed and those who were not. A group of 100 women, all between the



ages of 25 and 45, participated in the study; 50 of them were employed, and the other 50 were jobless. The findings showed that the two groups of women's sense of coherence and quality of life did not significantly differ from one another.

Roshan et al. (2023) conducted a study in Iran to evaluate and compare the quality of life between employed and non-employed women. The study employed a cluster random sampling technique to collect data from various regions within Tehran Province. A total of 240 women participated, with 120 housewives and 120 working women, aged between 15 and 49 years. The results showed no discernible differences between the two groups regarding general quality of life, health responsibility, pleasant communication, and sense of peace in life. However, notable statistical differences were found in the areas of sense of security and the level of comprehensive support received, with working women reporting higher levels of support and security compared to their non-working counterparts.

Sethi (2023) investigated the degree of marital adjustment and depression among literate Indian homemakers and economically active women. A convenience sampling technique was used to collect data from 100 participants, including 50 working women and 50 homemakers, selected from the Balasore and Bhadrak districts of Odisha. The findings revealed that homemakers experience higher levels of depression compared to their counterparts. However, no difference is found in marital adjustment between them. Furthermore, depression and marital adjustment were found to be negatively correlated in both groups.

Patel et al. (2023) examined anxiety levels and conjugal change in Bangalore women who worked and those who did not. A random sample of 300 women, all between the ages of 25 and 35, were included in the study; 150 of them were employed, while the other 150 were not. The findings showed that there were no appreciable variations in the two groups' marital adjustment. On the other hand, it was discovered that working women experienced less anxiety than their counterparts. Furthermore, anxiety and marital adjustment were found to be correlated among women who worked and those who did not.

Shekhawat et al. (2022) analyzed the quality of life and self-esteem of educated housewives and working women in India. The study employed purposive sampling to select a sample of 200 women, aged between 25 and 45 years, from Rajasthan. Of these, 100 were educated housewives and 100 were working women. The results showed that, in comparison to educated housewives, educated working women had better quality of life and higher self-esteem.



Fayaz (2022) investigated marital adjustment among females who work and those who do not. The study utilized a random sampling method to collect data from 100 women, with 50 employed and 50 unemployed, drawn from northeastern India. The results indicated that employed women faced greater challenges in marital adjustment compared to their counterparts.

Research Methodology

Objective:

- The study aims to examine the quality of life and marital adjustment of employed and unemployed women.
- To analyze the connection between quality of life and marital adjustment within both groups.

Hypotheses:

- Women who are employed and those who are not exhibit no discernible differences in marital adjustment.
- Women who are employed and those who are not have similar quality of life.
- Among women with and without jobs, there is no discernible correlation between marital adjustment and quality of life.

Variable:

The employment status of women, which is divided into two groups –employed women and non-employed women is the independent variable in this study. Quality of life and marital adjustment are the dependent variables.

Sample:

A total of forty women from Rudrapur, Uttarakhand, were divided into two equal groups for the study. Among them, 20 were working women engaged in various professions, while the remaining 20 were non-working women primarily involved in household responsibilities.

**Participant Selection Criteria:**

Participants in the study had to be between the ages of 23 and 45 and willing to participate in the research; this included both working and unemployed women. Further, participants who refused to participate in the study or who had a reported health or mental ailment were not included.

Tools:**Marital Adjustment Questionnaire**

This scale was created by Dr. Pramod Kumar et al. (1999). There are 25 items having "Yes-No" response. The questionnaire consists of 22 positive item and 3 negative items. The split-half reliability using spearman brown method was 0.70 and test-retest reliability was 0.84.

Quality of Life-Revised

The Quality of Life Scale, developed by B.L. Dubey et al. (2017), consists of 20 items rated on a five-point Likert scale, with response options ranging from 'Strongly Disagree' (1) to 'Strongly Agree' (5). The total scores range from 20 to 100, where higher scores reflect a higher perceived quality of life. The instrument has demonstrated acceptable internal consistency, with a reported reliability coefficient of 0.72.

Procedure:

The study involved 40 women from Rudrapur, 20 of whom were employed and 20 of whom were unemployed. A rapport was established with them, during which they were briefed on the study's objectives. Consent forms were then obtained from each participant, ensuring them that their responses would remain confidential and used exclusively for research purposes. The researchers provided clear guidelines before distributing the questionnaire for completion. After the participants returned the questionnaires, the researchers expressed their appreciation for their time and cooperation.

Statistical Analysis:

The Mean, Standard Deviation, t-test, and correlation were all analyzed using SPSS.

The mean scores, standard deviations, and t-values evaluating the differences in marital adjustment between the two groups are summarized in Table 1.



Variables	N	Mean	SD	t-value
Working Women	20	20.25	2.00	6.62*
Non-working Women	20	15.75	2.29	

Note: *Significant at $p < .05$

The marital adjustment levels of employed and non-employed women are shown in Table 1. The findings show that the two groups differed significantly. In contrast to the non-employed group, which reported a mean score of 15.75 with a standard deviation of 2.29, employed women reported a mean score of 20.25 with a standard deviation of 2.00. At the 0.05 level, the computed t-value of 6.62 indicates statistical significance.

The quality of life mean, standard deviation, and t-value for women who are employed and those who are not are shown in Table 2.

Variables	N	Mean	SD	t-value
Working Women	20	78.80	1.74	7.64*
Non-working Women	20	58.90	1.94	

Note: * Significant at $p < .05$

The quality of life scores for women who are employed and those who are not are shown in Table 2. There is a definite and statistically significant difference between the two groups, according to the data. The mean score for women who were employed was 78.80 with a standard deviation of 1.74, whereas the mean score for women who were not working was 58.90 with a standard deviation of 1.94. This difference is significant at the 0.05 level, as indicated by the derived t-value of 7.64.

Table 3 shows the relationship between married women's quality of life and their marital adjustment.

		Marital Adjustment	Quality of life
Marital Adjustment	Pearson Correlation	1	0.4391*
	N	40	40
Quality of life	Pearson Correlation	0.4391*	1



	N	40	40
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Note: *Significant at p<.01

Table 3 shows that quality of life and marital adjustment are positively correlated for both working and non-working women.

Discussion:

Marriage is an alliance between man and woman that fosters companionship, love and shared responsibilities. It serves as a basis for personal growth and family life. Marital adjustment and quality of life are essential for a successful marriage which is influenced by a woman’s employment status. Working women often juggle between personal and professional responsibilities, which can create challenges like role conflict and stress but it also provides financial independence and personal growth and enhancing their quality of life. Conversely, non-working women may face economic dependency and limited personal development. Therefore, a comparative study was carried out to assess working and non-working women's quality of life and marital adjustment. The results showed that the two groups' marital adjustment differed significantly. This could be explained by the fact that employed women contribute financially to the household, which can reduce financial stress and foster a sense of equality in the marriage. This shared financial responsibility often leads to mutual respect and cooperation between spouses. Our result is supported by the study done by Sarika et al. (2024) who found out that employed women exhibited higher levels of marital adjustment compared to their counterparts.

Furthermore, the results demonstrate significant disparities in the quality of life between employed and unemployed women. Having a career allows women to develop skills, achieve personal goals, and gain recognition which fosters a sense of accomplishment. This sense of purpose enhances their overall happiness and quality of life. Our result is consistent with the previous study done by Shekhawat et al. (2022) where they discovered that women who worked had a better quality life than women who did not work.

Moreover, the results showed that both employed and unemployed women's quality of life and marital adjustment were positively correlated. Our results align with the study conducted by Sidhi et al. (2022), which also identified a positive correlation between marital adjustment and quality of life among married women.

Conclusion:



The study's findings suggest a significant difference in marital adjustment and quality of life between working and non-working women. Additionally, a positive correlation was observed between marital adjustment and quality of life in both groups.

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