



Work-Life Balance And Marital Satisfaction Among Married Working Men And Women

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ABSTRACT

A marriage is a deep and meaningful bond that includes sharing a home, a career, and having a family. An important component of marital satisfaction is work-life balance, which is defined as the degree to which one values one's career and one's married life. Married men who work outside the home are adults who are legally bound to a spouse and participate in paid labour or a profession while working women are paid to work in the private or public sectors. A better work-life balance should help people deal with stress and depression more effectively while also enhancing their own lives. The purpose of this study is to look at the correlation between marital satisfaction and work-life balance in men and women of working age. Sixty married and employed persons made up the total number of research participants. Both work-life balance and marital satisfaction were dependent factors, with marriage satisfaction serving as the independent variable. An independent sample t-test and Pearson's correlation coefficient were used for statistical analysis in the research. There was no statistically significant difference between the sexes on the measures of marital satisfaction and work-life balance, and the findings demonstrated a negative correlation between the two. There is a clear disparity between the sexes among married working people, and studies have shown that couples who manage their time well tend to have better relationships overall. Employers may benefit from the findings by implementing policies that promote a healthier work-life balance, which enhances morale and productivity. Improved work-life balance, marital satisfaction, and mental health may be the result of interventions and support systems that are informed by this information.

Keywords: Men, Women, Married, Marital Satisfaction, Work-life Balance, Support

INTRODUCTION

Marriage is the most personal connection that a person can have since it deals with the most fundamental aspects of being alive. In this legally recognised partnership, a man and a woman engage in sexual relations, work together economically, and may even have a child. Since most married couples nowadays have jobs or want to have jobs, work-life balance is a major factor in marital happiness. How job and married life are prioritised determines the significance of marriage (Ashwini, 2018).

Individuals who are paid to work outside the house and are part of the public or private sectors, sometimes with educational advantages, are known as working women. Married working men are adult males who are legally committed to a spouse and are engaged in some type of labour or profession; some working women hold top positions in different fields. The duties and difficulties that married men who work encounter could differ according to their kind of job, the number of children they have, and their aspirations in life.

One definition of work-life balance is the degree to which one's professional and personal responsibilities are balanced, as well as the presence or absence of work-related activities at home. The perfect work-life balance is debatable, but according to many anthropologists, contentment is defined as a state in which one's professional and personal lives are hardly distinguishable from one another. Due to growing technology, the significance of physical location in defining work-life balance has been diminished, making work-life balance a contemporary problem (Clark, 2000).

Having a healthy work-life balance is essential for happiness on the job, but if you let one area suffer, it will show up in other places, including your relationships with family and coworkers and your productivity at work (Ahmad, 2008). Divorce and separation are major life events that have a profound effect on marriage. While the majority of Indians (78%) and women (83%), get married before the age of 40, a significant portion of those first marriages (over 20%) result in divorce because of problems at work (UNICEF, 2015).

Many Indians consider being single to be a sign of abnormality and a lack of completeness, as marriage is seen as a crucial way to have a family and rise in social standing. While 22% of individuals have never tied the knot, 65% are married or in a committed relationship. A decrease in family life quality may result from a couple's emotional and behavioural problems having an effect on their marriage and general well-being (Canel, 2013).

The overarching goal of work-life balance is to reduce the negative effects of mental health issues like stress and depression while simultaneously improving the quality of one's personal life. Workers are encouraged to prioritise their time according to their own values and priorities in order to have a healthy work-life balance. This includes making time for family, health, holidays, business trips, and career. Human resource management is at the forefront of new approaches to creating more positive work environments where people may thrive professionally and personally.

Maintaining a good work-life balance is essential for a positive work environment, as it helps to lower stress levels and avoid burnout. Physical symptoms including diabetes, gastrointestinal illnesses, chronic pain, cardiac difficulties and poor mental health impacts like sadness, anxiety, and sleeplessness may result from long-term employment strain. Consequently, it is crucial for general health to maintain a balance (Ashwini, 2018).

The intricate connection between work-life balance and marital happiness is investigated in the research. It stresses the significance of gender viewpoints in comprehending these dynamics and the effect of work-life balance on workers' health. Employers may be able to use the results to their advantage by creating rules that encourage a better work-life balance, which in turn may boost morale and output. Findings about work hours, maternity leave, and other variables impacting work-life balance should benefit public policy discussions. Individuals, families, and society as a whole might benefit from interventions and support systems that are guided by this knowledge. Researchers hope these findings will help direct treatments and support systems towards improving work-life balance, marital happiness, and mental health. A happy marriage is one that lasts a lifetime, and a healthy work-life balance is one factor that contributes to a happy marriage. By adding fresh information and viewpoints to the academic literature on the interplay between job, life, and marital happiness, this study has the potential to fill knowledge gaps in this area.

REVIEW OF LITERATURE

Components Of Work-Life Balance

Practising **self-management** is making smart use of one's space and one's limited resources in order to sustain a healthy lifestyle. Making the most of one's time and making use of resources to stay up with problems are both components of effective time management. To better manage one's time, it is helpful to make a list of one's priorities and key responsibilities.

In today's complicated cultures, where multitasking increases stress and necessitates solitude, **stress management** is of the utmost importance. Rest and relaxation are important, and leisure management makes sure that people can't cut themselves off from recreation. A well-rounded leisure plan incorporates a range of activities to prevent boredom.

Rather than exploiting software, technology managers should make sure it helps innovation. Even while engineering has always been there, the pace of change is increasing as a result of suppliers trying to increase their market share. Innovation needs regulation in order to stay competitive, not the other way around. A person may attain a good work-life balance by concentrating on self-management, managing their time, stress, leisure, and technology.

Marriage Satisfaction Factors

Understanding each other, developing a deep emotional connection, and resolving issues all depend on couples' ability to communicate effectively. Trust and safety in the partnership are the results of consistent, open dialogue. When couples respect one another, it shows that they care about one other's thoughts, emotions, wants, and limits just as much as their own. As a foundational element, trust gives a feeling of security, which is crucial for marital fulfilment (Gordon, et al, 2012).

Another important factor in a happy marriage is intimacy, which aids partners in handling difficult situations, reducing stress, and improving health and wellness. One may have sexual intimacy in addition to physical, spiritual, intellectual, mental, and emotional intimacy. Couples that put an emphasis on intimacy are better able to comprehend one another, connect emotionally, and cope with stress, which in turn improves their health and happiness (Shahabadi & Montazeri (2019).

Showing gratitude is a cornerstone of healthy relationships since it shows how much you cherish and respect each other's efforts and accomplishments. Working for marriage happiness and maintaining a healthy, meaningful relationship are both made possible when partners cultivate these qualities.

An important feature of a healthy relationship is commitment, which occurs when both people in the relationship make an effort to put each other first and work together when problems arise. Putting forth so much work and money shows how committed and dedicated you are. Another important factor is acceptance, which occurs when partners recognise and value each other's individual strengths and weaknesses. Because it takes time to develop closeness, trust, and commitment in a marriage, time is crucial for marital happiness (Bahari, 2015).

In order to deal with stress, maintain good health, and follow one's aspirations, having someone to lean on in times of need is another crucial component of a healthy relationship. Stress, health, and the pursuit of one's aspirations may all be better managed with the support of a loving spouse. Love is a lovely and profound emotional bond that requires not only an admiration and affection for one another but also a readiness to overcome obstacles and put the relationship first. With the right encouragement, this love may bloom into a full-fledged partnership. In sum, a happy and successful marriage requires love, acceptance, dedication, time, and support (Lavner, 2016).

Sakthi Vel Rani, Selvarani Mariappan (2011), This study's overarching goal is to dissect the connection between happy workers and healthy work-life balance. Employee happiness, work/life balance, advancement opportunities, compensation, perks, duties, recognition, and relationships between superiors and subordinates make up the construct used in this study. Two hundred and ten people employed by IT companies participated in the survey. Employee happiness and work/life balance are two separate but related areas of study, and this research helps bring them closer together. There seems to be a strong relationship between job tasks and employee happiness, with work-life balance acting as a mediator.

Mooshegian, Stephanie E., Matthew J. Grawitch, Patrick W. Maloney, and Larissa K. Barber (2013) In the setting of a medium-sized organisation, this research delves into the satisfaction of 456 workers with their work-life balance. It delves into its connections to two-way facilitation, bidirectional conflict, and happiness in general. According to the research, there are some correlations between conflict/facilitation and life satisfaction that are moderated by a person's level of happiness with their work-life balance. Nevertheless, there are still results that may be predicted by conflict and facilitation, such as work-life conflict.

EF Tazekand, N. Nafar, and R. Keramati (2013), Married workers at Tehran-based Social Welfare Organisation branches in 2011 and 2012 were the subjects of this research, which sought to determine if there was a correlation between marital happiness and work satisfaction. One hundred workers were randomly recruited for the study; 47 were female and 43 were male. There should be a strong correlation between happy marriages and fulfilled careers, according to the null hypothesis. Marital and occupational happiness were shown to be significantly correlated ($p < 0.05$, $r = 0.41$) in the research. Men also reported more marital satisfaction than women did, which was a statistically significant difference. On the other hand, work satisfaction did not vary significantly by gender.

Matthew O Olasupo (2013) Perceptions of sex life and marital happiness among dual-career couples at Obafemi Awolowo University, Ile-Ife, as influenced by demographic variables, work-life balance, and career self-efficacy were investigated. It used a questionnaire to gather data from 1056 individuals (mean age 43.98, 37.0% female). The research was conducted using Structural Equation Modelling (SEM). There were gender disparities in the ways that professional self-efficacy and work-life balance affected marriage and sex-life satisfaction. Couples with two careers also did not do better when controlling for factors like age and length of employment.

Noelle M St. Vil (2014) African-American marriage satisfaction is investigated in relation to work-family conflict and work-family balance. The findings show that marital satisfaction is negatively correlated with work-family conflict and that there are disparities in the work-family characteristics that predict marital satisfaction between men and wives. Implications for social work are provided in the paper.

Angusamy et al., (2017) have explained that there has been a rise in women's economic and social roles, and a happy marriage is essential for a successful family and individual development. Work status, family type, place of settlement, age, race, education, profession, personal income, number of children, spouse's education, employment, and income are some of the aspects that this research looks at as affecting marital happiness among Malaysian women. A survey study approach was used to gather data from 200 women in Malaysia. The results demonstrated a clear disparity in marital satisfaction between working and non-working women, with the former reporting higher levels of satisfaction. Regardless of family composition or place of residence, satisfaction levels were similar across categories. We utilised One-Way ANOVA to look for variations in marital happiness by racial/ethnic background, level of education, profession, and level of education of spouse. The findings demonstrated that education had a substantial impact on marital happiness, suggesting that education enriches married life. When a couple is happy in their marriage, it shows in their work, which boosts the company's productivity. Given the importance of women in the workforce to national economic and social growth, the study's authors argue that lawmakers should think about ways to make workplaces more pleasant for working women so that they are more likely to be satisfied in their marriages.

According to **Layalin & Huda, (2023)**, in Ponorogo Regency, this research looks at married people to see how work-family balance affects marital happiness. Half of the people surveyed were married and had jobs in the neighbourhood. Two measures were used for the purpose of this study: the work-family balance scale and the ENRICH marriage satisfaction scale. Linear regression analysis was used to examine the outcomes. With a p-value of 0.00, the findings demonstrated that the work-family balance variable significantly affected marital satisfaction. It may be inferred from this that striking a work-family balance is essential for marital happiness and for avoiding unhappiness, which can result in divorce.

Ashwini UR (2018) The purpose of this study was to investigate whether or not working men and women report higher levels of marital satisfaction when they report a better work-life balance. Using a convenience and snowball sampling approach, 407 working-age men and women participated in the study, which used an exploratory research design. A statistical analysis of the data showed that a healthy work-life balance was positively associated with marital happiness. Neither of these factors was influenced by marital status or gender.

Objectives

- (i) To study the level of marital satisfaction among married working men and women.
- (ii) To study the level of work-life balance among married working men and women.
- (iii) To study the relationship between marital satisfaction and work-life balance among married working men.
- (iv) To study the relationship between marital satisfaction and work-life balance among married working women.

Hypothesis

H1: There is no significant difference in the level of marital satisfaction among married working men and women.

H2: There is no significant difference in the level of work-life balance among married working men and women.

H3: There is no significant relationship between marital satisfaction and work-life balance among married working men.

H4: There is no significant relationship between marital satisfaction and work-life balance among married working women.

METHODOLOGY

Among working-age men and women, this research intends to probe the connection between happy marriages and work-life balance. A total of 120 people, 60 of whom are married and working, will take part in the study; this comprises 60 men and 60 women. In this study, marriage satisfaction serves as the independent variable while work-life balance and marital satisfaction are the dependent variables. A measure of marital satisfaction that ranges from "not pleased" to "very pleased" was administered via the Arnold Marital Satisfaction Questionnaire (AMSQ). Jeremy Hayman created the seven-point Likert-type Work-Life Balance Scale (WLB), which includes three dimensions: work-personal life enhancement (WPLE), personal life interference with work (PLIW), and work interference with personal life (WIPL). Using the Cronbach Alpha Coefficient, we found that the AMSQ-16 is reliable; the coefficients for WIPL were 0.93, PLIW was 0.85, and WPLE was 0.69. After explaining the study's goal and obtaining permission, participants were asked to take part in an online research study using social media. The study strictly adhered to confidentiality and privacy protocols, and any data gathered was only used for scholarly research. A combination of Pearson's correlation coefficient and an independent sample t-test was used for statistical analysis. We want to learn more about how married men and women who work outside the home feel about their work-life balance and how happy they are in their marriages in this research.

RESULT AND DISCUSSION

The primary goal of this research was to examine married working men and women's perceptions of their own work-life balance and how it relates to their level of marital happiness. In order to accomplish the study goals, null hypotheses were put forward. We used a t-test and Pearson's correlation coefficient to examine the data obtained.

H0: There is no significant difference in the level of marital satisfaction among married working men and women.

Table 1: The average, standard deviation, and t-value of marital happiness among married working men and women

Area	Gender	N	Mean	SD	t-value	p-value
Marital satisfaction	Men	60	81.98	21.57092	1.613	.109
	Women	60	76.41	15.79561	1.613	.110

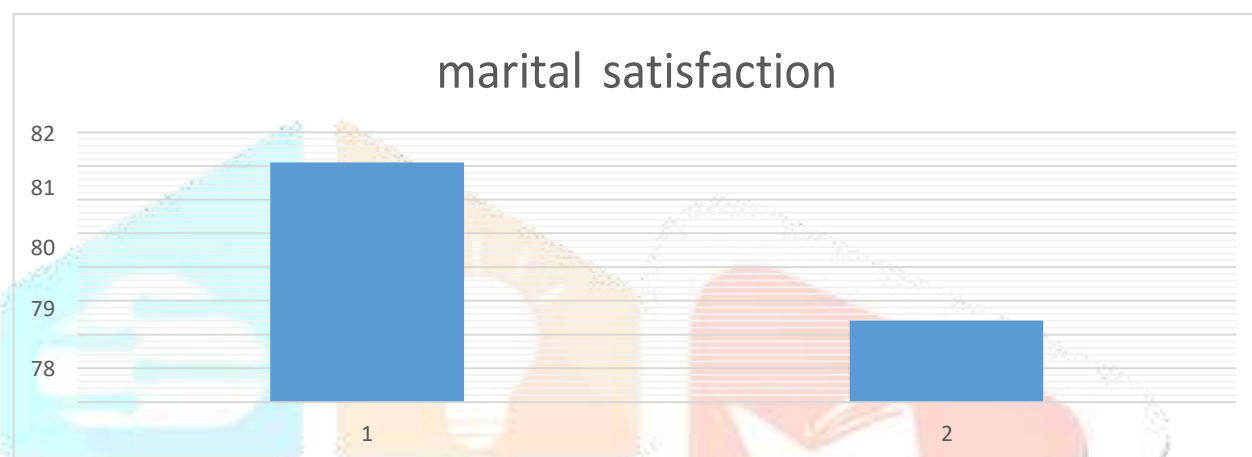


Figure 1: Mean score of marital satisfaction among married working men and women

When comparing men and women in terms of marital satisfaction, researchers discovered that males averaged 81.98 and women a somewhat lower 76.41. A t-test with a t-value of 1.613 showed that there was a statistically significant difference in the mean scores. A p-value of 0.109 was associated with males and 0.110 with women. It is important to take these results with care, taking into account aspects like sample representativeness and the study's methods and aims, even if the data show that there could be a modest variation in marital happiness.

After conducting an independent sample t-test, we found that there is no statistically significant difference in the levels of marital satisfaction between married men and women who work outside the home. Since the t-values for marital satisfaction were 0.109 and 0.110, respectively, we can accept the null hypothesis that no such difference exists.

H2: There is no significant difference in the level of work-life balance among married working men and women.

Table 2: Mean, standard deviation, and t-value for work-life balance among married working men and women.

Area	Gender	N	Mean	SD	t-value	p-value
Work-life balance	Men	60	55.40	8.13488	1.593	.114
	Women	60	52.88	9.23754	1.593	.114

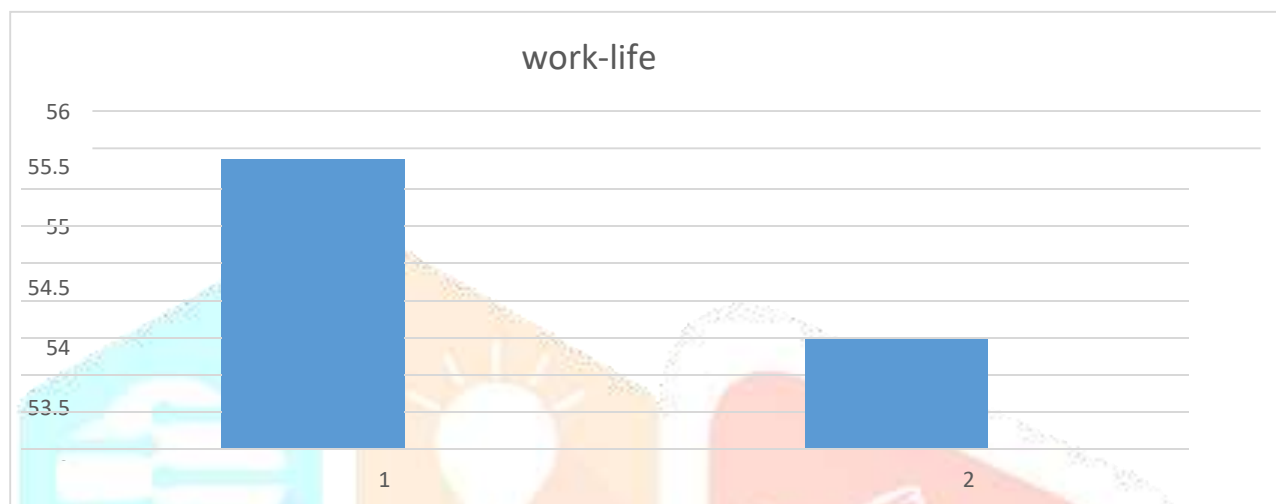


Figure 2: Mean score of work-life balance among married working men and women

Results showed that women had a mean score of 52.88 and males 55.40 on the work-life balance scale. The research included 60 participants. There was a marginal difference in the means of the sexes, as shown by a t-test ($t=1.593$, $p=0.114$). Due to the study's larger context and the representativeness of the sample, care should be used in interpreting the data as suggesting a possible gender difference in work-life balance. Careful consideration of the study's aims and sample representativeness is required before drawing any conclusions.

The hypothesis that there is no significant gender difference in the level of work-life balance among married working men and women was tested using an independent sample t-test. The t-values for marital satisfaction are 0.114 and 0.114, respectively, which is not significant, so the null hypothesis that there is no significant gender difference in the level of work-life balance among married working men and women is accepted.

H3: There is no significant relationship between marital satisfaction and work-life balance among married working men.

Table 3: Pearson correlation coefficient of marital satisfaction and work-life balance among working married men.

Working Married Men	Marital satisfaction	Work-life balance
	1	-.317**
	-.377**	1

Married men who work, marital happiness, and work-life balance are the subjects of this research. There is an inverse relationship between working married men's work-life balance and marital satisfaction, according to the correlation matrix. Marital happiness and work-life balance decline with increasing numbers of working married males, according to the negative signals indicating an inverse link. Understanding the complexities of work-life balance, marriage, and job is crucial, and our results show that further research into these topics is needed.

The hypothesis that there is no association between marital happiness and work-life balance among married working men and women was investigated using correlation analysis. There is a significant negative correlation between marital satisfaction and work-life balance. This demonstrates that when marital pleasure rises, work-life balance falls, and vice versa. Thus, the null hypothesis that there is no relationship between marital happiness and work-life balance among married working men and women is rejected.

H4: There is no significant relationship between marital satisfaction and work-life balance among married working women.

Table 4: Pearson correlation coefficient of marital satisfaction and work-life balance among working married women.

Working Married Women	Marital satisfaction	Work-life balance
	1	-.550**
	-.550**	1

Working married women, marital happiness, and work-life balance are significantly inversely correlated, according to the correlation matrix. With a negative sign indicating an inverse link, we may deduce that married working women report lower levels of satisfaction and work-life balance as their levels rise. The possible difficulty that working married women face is that their marital happiness and the sense of balance between their professional and personal lives may suffer as a result of their increasing job duties. In order to better comprehend what elements impact the happiness and contentment of working married women, it is necessary to explore the intricate relationship between their personal and professional lives. To further comprehend these connections and to guide policies or initiatives that provide assistance, more study is required. The hypothesis that there is no significant association between work-life balance and marital happiness among married working women was evaluated by correlation. Work-life balance has a significant negative impact on marriage satisfaction. This demonstrates that when work-life balance improves, marital happiness drops, and vice versa. Thus, the null hypothesis that there is no significant relationship between work-life balance and marital happiness among married working women is rejected.

This research set out to investigate married working men and women's perceptions of their own work-life balance and how it relates to their level of marital satisfaction. Both marital happiness and work-life balance were negatively correlated with one another, and there was no difference between the sexes in these measures. Among working individuals who are married, there is a noticeable gender gap, and research has linked a healthy work-life balance to happier marriages. On the other hand, the present research shows that work-life balance negatively correlates with marital satisfaction, suggesting that these two factors have the opposite effects.

There is no statistically significant difference in marital happiness between working men and women, according to the null hypothesis (H1). With t-values of 1.613 and p-values of 0.109 for men and 0.110 for women, the data demonstrated that there was no significant difference in work-life balance. The lack of a statistically significant difference in work-life balance was also acknowledged by the null hypothesis (H2).

The purpose of the third and fourth hypotheses (H3) was to ascertain whether or not work-life balance and marital satisfaction are significantly related. It was shown by a Pearson correlation coefficient test that there is a negative association between work-life balance and marital satisfaction. Specifically, it was found that higher levels of marital satisfaction were associated with lower levels of work-life balance, and vice versa. The results show that married men and women who work have a better work-life balance and are more satisfied with their marriages, therefore rejecting the null hypothesis.

CONCLUSION

The results shed light on how married men and women who work both have a work-life balance and how satisfied they are with their marriages. Both marital happiness and work-life balance did not vary significantly by gender in the study group, suggesting that these factors are similar for the sexes. It is important to highlight, however, that married males who work have a negative correlation between marital happiness and work-life balance. This suggests that work-life balance tends to be worse when marital happiness improves and vice versa. This study emphasises the intricate relationship between these two elements and implies that improving marital happiness in this group can compromise work-life balance or the other way around. Individuals, couples, and businesses may benefit from these results. Both individuals and couples should be aware that there may be costs and benefits to striking a balance between their professional and personal lives, and that making decisions and communicating about these issues may take some effort. Recognising the possible difficulties in juggling these two essential parts of life, lawmakers and employers should think about ways to boost marital happiness and work-life balance.

Limitations and Suggestions

The purpose of this research is to examine married people who are also working to see if there is a correlation between marital happiness and work-life balance. Although the findings show a strong

negative association between marital happiness and work-life balance, gender does not seem to have a major role in influencing either of these variables. Married men and women who work did not vary significantly from one another in terms of marital satisfaction, indicating that gender is not a major factor in this regard. This highlights the need to consider other variables that may impact marital happiness, irrespective of gender.

Among married working people, the research found no statistically significant difference in work-life balance between the sexes, indicating that men and women have comparable difficulties in this regard. As a result, programmes and policies designed to help people achieve a better work-life balance should take gender equality into account.

The research found that among married males who work, there is a negative correlation between marital happiness and work-life balance. This means that while marital satisfaction goes up, work-life balance goes down. It is clear from this research that married working men have unique obstacles while trying to keep their marriages happy and their work-life balance in good shape. Other recommendations include expanding the study's geographic scope, using other data techniques, and dealing with the limited demographics of the sample (60 males and 60 women). Because it could be difficult to determine cause and effect from a single data point and to monitor changes over time, a cross-sectional design might also be useful.

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