

## Marital Adjustment and Occupational Stress of Women in Industry



### Sociology

**KEYWORDS :** Marital Adjustment, Working Women, Conflict and Occupational Stress

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### ABSTRACT

*Indian women the responsible citizens of a capitalistic, developing and dramatic India, have to face a large number of problems, in spite of their hand, creative and useful functions (Paul, 1987). To study Psychological consequences such as adjustment, stress of women in working place. Descriptive research design was used by the researcher. And simple random sampling and size is 25 working women in Modern cotton Yarn, Karur district, Tamil Nadu. Marital adjustment was measured by using Marital Adjustment Questionnaire developed by Dr. Pramod Kumar & Dr.Kanchana Rohatgi (1999). Occupational Stress Questionnaire developed by Dr.A.K.Srivastava & Dr.A.P.Singh (1984). The findings of this study show that half (52%) percent of the respondents had low level of sexual adjustment and less than half percent (48%) of them had high level of sexual adjustment. Further, emotional adjustment has positive correlation with the marital adjustment of working women. The majority of the respondents feel high level in Responsibility and participation and low level in other dimensions in occupational stress.*

### Introduction

**Marital adjustment** is 'the state in which there is an overall feeling in husband and wife of happiness and satisfaction with their marriage and with each other (Thomas,1977). Issues of work and family have always been important, but social changes in the institutions of both work and the family have interacted to increase their salience for adults in many societies. Marriage is a social security for all the individuals, i.e. society through marriage system provides security of needs and cares thereby its existence and prosperity is secured. Marriage is for pleasure, happiness and peace of mind on account of satisfaction through interactions with others, trust, understanding and fulfilling social obligations and enriching personality development (Goel, 2013). Marital adjustment is a process which is created during couples' life because it is necessary for taste conformity, person's traits recognition, behavioral rules creation and relational models formation. Thus, marital adjustment is an evolutionary process between a couple (Aminjafari, 2012). Marital adjustment has been related to personality, job & home stresses, mental illness, depression, education, sex role attitude, happiness and success in life. Marital adjustment has been related to personality, job & home stresses, mental illness, depression, education, sex role attitude, happiness and success in life (Hashmi et al, 2007). The present study is an attempt to investigate marital adjustment among working women. Working women at present are more prone to marital adjustment problems because they have to work in two environments, one is the work environment and the other is home environment.

**Occupational stress** is a generic term that refers to any affect laden negative experience that is caused by an imbalance between job demands and the response capability of the workers. Whereas, Leka, Griffiths and cox (2004) refer to Occupational Stress as "the response people may have when presented with work demands and pressures that are not matched to their knowledge and abilities and which challenge their ability to cope". It originates from organizational aspects such as long work hours, lack of organizational support and organizational change davey, obst & Sheehan (2001), lack of support from supervisors and colleagues and conflict with demands and pressures ,Leka,et al., (2004). Pestonjee (1987) has identified 3 important sectors of life in which stress originates such as, jobs and organization, the social sector, intrapsychic sector. Stress refers to a state of the organism resulting from some interaction with the environment. Lazarus and Folkman defined stress as a "relationship between the person and the environment that is appraised by the person as taxing or exceeding his or her resources and endangering his or her well being". Women with their more dominant role in the family, as well as in the workplace experience high level of stress due to over workload (Smith, 1981). Research studies suggest that women experience more problems in balancing the demands and family

### Methodology

The objective of the study is to know the socio demographic characteristics of the respondents and to assess adjustment and stress level of the respondents. Descriptive research design was used. A sample size is 25 married women working in Modern Cotton Yarn Industries, Karur were selected through simple random sampling procedure. The inclusion criteria for this study are (a) Married women working in industry (b) women with more than five year of work experience and (c) respondents should be able to read, write and speak Tamil.

### Tools Used

Interview schedule was used to collect the respondent's **Socio-demographic** information questions consists of information pertaining to respondent's age, education, religion, marital status, occupation, income and type of family. Marital adjustment was measured by using **Marital Adjustment Questionnaire developed by Dr.Pramod Kumar & Dr.Kanchana Rohatgi (1999)**. The marital adjustment questionnaire (MAQ) has totally 25 'Yes-No' type items divided into three area like Sexual, Social, Emotional. The reliability of 0.96 and has been frequently used in Indian studies. According to this questionnaire, the higher the score, better is the adjustment like Sexual includes item 9,20,23,25; Social includes item 3,4,5,6,12,14,15,18,19; Emotional includes item 1,2,7,8,10,11,13,16,17,21,22,24. The researcher explained the study to all subjects and informant consent was obtained prior to completion of the questionnaires. The data collected were analyzed and findings were depicted in the form of percentages and proportions. **Level of occupational stress** was measured by using occupational stress scale developed by **A.K. Srivastav & A.P. Singh (1984)**. The social consists of 46 items, each to be rated on the five-point scale. Out of 46 items 28 are 'true-keyed' and rest 18 are 'false-keyed'. The items relate to almost all relevant components of the job life which causes stress in some way or the other; such as, Role overload (includes item 1,13,25,36,44,46); Role ambiguity (includes item 2,14,26,37); Role Conflict (includes item 3,15,27,38,45); Unreasonable Group & Political pressures (includes item 4,16,28,39); Responsibility for Persons (includes item 5,17,29); Under participation (includes item 6,18,30,40); Powerlessness (includes item 7,19,31); Poor peer relations (includes item 8,20,32,41); Intrinsic impoverishment (includes item 9,21,33,42); Low status (includes item 10,22,34); Strenuous working conditions (includes item 12,24,35,43); Unprofitability (includes item 11,23). The reliability is 0.96 and this scale has been frequently used by Indian authors for the studies relating to employees working in industries. The reliability index ascertained by split half method and Cronbach's alpha-Coefficient for the scale as a whole were found to be 0.935 and 0.90 respectively.

### RESULT

#### • Socio-demographic Characteristics of the Respondents

The socio-demographic says that 60 percent of the respondents

were in the age group of 60 years and less than half percent of them were in the age of below 60 years. With respect to the respondents monthly income, majority of them earn more than Rs. 8600 and more than one third (36%) of them earn below Rs. 8600. It was observed that majority of the women employees had more than 10 years of work experience. It was inferred that 68 percent of the respondents belong to joint family and 32 percent belong to nuclear family. As for as the respondents husband occupation is concern, 68 percent of them were daily wages, 20 percent of them do business and 12 percent of them were employed under monthly wages.

**• Family or spouse interfere with work of the respondents**

The distributions of the Respondents says "Yes" refers 72 Percentage means that family members and spouses would interfere in work and "No" refers 28 Percentage of the respondents says that family and spouse will not interfere in work. In this table working women have more interfere in job so that the respondents have to face lot of stress in working place.

**• Distribution of Respondents based on their Level of Marital Adjustment**

The marital adjustment Level of the respondent, it was found that more than half (52%) percent of the respondents had low level of sexual adjustment and less than half percent (48%) of them had high level of sexual adjustment. The finds shows that significant percent (60%) of the respondents had low level of social adjustment with their spouse and with respect to social adjustment, more than half (56%) percent of the respondents had low level of emotional adjustment.

Variables	Role Overload	Role ambiguity	Role conflict	unreasonable	Persons	Under Participation	Powerlessness	poor-peer	impoverishment	Low status	strenuous	unprofitability
Role Overload	1											
Role ambiguity	.084	1										
Role conflict	.614**	.590**	1									
Unreasonable	.551**	.642**	.780**	1								
Persons	-.030	.693**	.662**	.425*	1							
Under Participation	.253	.471*	.522**	.300	.491*	1						
Powerlessness	.190	.467*	.481*	.511**	.436*	.562**	1					
Poorpeer	.378	.555**	.645**	.568**	.719**	.485*	.584**	1				
Impoverishment	.175	.770**	.564**	.708**	.544**	.288	.626**	.609**	1			
Lowstatus	.342	.488*	.374	.497*	.258	.265	.155	.387	.476*	1		
Strenuous	.595**	.577**	.763**	.799**	.476*	.389	.324	.671**	.652**	.490*	1	
unprofitability	.376	.627**	.650**	.588**	.585**	.430*	.498*	.635**	.649**	.603**	.607**	1

\*\* Significant at 0.01 Level , \* Significant at 0.05 at level

Table 2 displays the results of a correlation analysis calculated for variables like role overload, role ambiguity, role conflict, unreasonable group and political pressures, persons under participation, powerlessness, poor peer relations Intrinsic, impoverishment, low status , strenuous working conditions, unprofitability is negatively correlated with occupational stress.

**Discussion**

Human beings constantly have to adjust to various roles, environmental demands and pressures. Throughout the course of life, human beings strive for well-being and happiness in various spheres of life - personal, social, economic, marital and work. Accordingly, in this study majority of the working women were in age group of below 40 years. Majority of the respondent's monthly income was above Rs. 8,600 and findings of this study show those respondents who receive high salary reported that they have marital adjustment problem. It was observed that the married women with more than 10 years of work experience had marital problems. Marriage being a significant event in one's life is bound to have an impact on QOL of an individual,

**• Distribution of Respondents based on their Level of Occupational Stress**

The level of occupational stress, except on high level in two dimensions. They are; Responsibility 52 % and Under Participation 56%. The low levels in ten dimensions are Role overload 88%, Role ambiguity 60%, Role conflict 56%, Unreasonable group and political pressure 64%, Powerlessness 56%, Poor peer relation 56%, Intrinsic Impoverishment 60%, low status 60 %, Strenuous working conditions 56%, Unprofitability 56%, this shows that majority of the respondents are married women have more responsibility in work place and under participation .

**Table 1: Correlation between various dimensions of marital adjustments**

Variables	Sexual	Social	Emotional
Sexual	1		
Social	0.522**	1	
Emotional	10.787**	0.531**	1

\*\* Significant at 0.01 level \* Significant at 0.05 level

The table 1 observed that there is a significant relationship between the social adjustment of the working women and sexual adjustment of the respondents at 0.01 levels. Emotional adjustment has a significant relationship between the emotional adjustment and sexual adjustment of the working women. Further, emotional adjustment is significantly associated with social adjustment of the working women at 0.01 levels.

**Table.2. Correlation between Occupational stress**

Variables	Role Overload	Role ambiguity	Role conflict	unreasonable	Persons	Under Participation	Powerlessness	poor-peer	impoverishment	Low status	strenuous	unprofitability
Role Overload	1											
Role ambiguity	.084	1										
Role conflict	.614**	.590**	1									
Unreasonable	.551**	.642**	.780**	1								
Persons	-.030	.693**	.662**	.425*	1							
Under Participation	.253	.471*	.522**	.300	.491*	1						
Powerlessness	.190	.467*	.481*	.511**	.436*	.562**	1					
Poorpeer	.378	.555**	.645**	.568**	.719**	.485*	.584**	1				
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Lowstatus	.342	.488*	.374	.497*	.258	.265	.155	.387	.476*	1		
Strenuous	.595**	.577**	.763**	.799**	.476*	.389	.324	.671**	.652**	.490*	1	
unprofitability	.376	.627**	.650**	.588**	.585**	.430*	.498*	.635**	.649**	.603**	.607**	1

findings out the association between occupational stress variables more so for a woman. It is even more pronounced in the case of women in developing countries, such as India where traditional concept of family, household and socially determined gender roles are more intense (Kaur, 2012). The results indicates that majority of the respondents lead their marital life for more than 20 years and majority of them have got married below 20 years of age. Marital adjustment was found among the working women form joint family and this is due to the fact that working women have to play multiple role like taking care of their children, husband, other family member and finally work. Further, few respondents also reported that they experience occupational stress due to the multiple role played by them. With regarded the marital adjustment dimension, majority of the working women have express low level of sexual, social and emotional adjustment. Further, statistically significant association was found between the emotional adjustment and age of the respondents, emotional adjustment and work experience of the respondents. Moreover, it was found the emotional adjustment is positively correlates with the sexual adjustment and social adjustment. Hence, the women working in industries are

in need of counseling in order to deal with emotional problems and to lead a better life with her spouse.

In this study we discuss about that stress faced by married women in working place. Stress not only affects our bodies but also affects the way we think and feel. The organisation must plan for the stress management programs for both individual and group and focus on analyzing the stressors in the employees life. They often relate personal life or workplace related stress in women. Strenuous working conditions across different branches of the same organization may bring to them more work to them more work to family and family to work conflicts than female managers. It has been found that role overload was a significant contributor in work stress (Wilkes, 1998; Al-Ameri, 2003). It was also found that role ambiguity leads to negative outcome and reduced confidence, sense of hopelessness, anxiety and depression amongst employees regardless of gender (Jackson, and Schuler, 1985; Muchinsky, 1997). The result of the present study is in the same line. However, results of the present study are in accordance with the results obtained by La-Montagne (2004) in which it was found that women suffer from

more depression than men because of job stress.

#### Conclusion:

Women today have access to a wider range of life options than in the past, yet, for many working women, balancing both domestic and workplace roles result in stress and problems in marital life. The findings of the study indicate that working married women have to face more difficulties in their lives like they experience marital adjustment problem as compared to non-working married women. It concludes that on some aspects working married women cannot contribute significantly for the well being of their family. In working place women has to face more responsibilities and participation. Further, trained family counselors should be appointed at work places to deal with the issues relating to working women. Social and welfare clubs at work places should be encouraged to facilitate participation of working women in recreational activities. So that stress will be managed in work place. And give awareness about stress management.

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