

A study of relationship between marital satisfaction and perceived level of career success among individuals with business.

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Abstract:

Marriage is an important institution in almost all societies in the world. The twenty first century is characterized by the emergence of multiculturalism due to industrialization, urbanization, globalization and disintegration in the family system. In this era of globalization every individual is very much cautious about his or her career development and that too at every distinguishing phase in his life .Around 15-20 years back though individuals were aware of different changes on social and economic fronts, they had accepted different transitions of lives, without much planning and preparation but today's youngsters or adults who are near about the age of 30s are ready to accept the challenges of life. They have their own set goals in their careers and of course their professional lives. Present study tried to focus on the relationship between marital satisfaction and career success amongst individuals *with* business (both men and women).

Sample consisted of 30 married individuals in the age group of 25 to 50 from Nasik city with a minimum 05 years experience in their business .Tools used were: Marital Satisfaction Scale (standardized) and Career Success Scale (researcher made). Both tools were likert type rating scales having satisfactory reliability and validity values.

The results indicate that females show a significantly positive correlation between marital satisfaction and level of career success ($r = 0.52, p < 0.01$) while the score of males on marital satisfaction and career success were negatively related ($r = -0.14, p < 0.01$). As per the comparison between genders there was significant difference ($t = 3.23, p < 0.05$) between males and females with respect to their level of career success. While the t value for the variable marital satisfaction for both males and females has not been proved ($t = .950$).

The role of different factors such as one's involvement in job, professionalism, subjective aspects related with career success and number of years one completes in his/her profession dominates his/her level of career success and regarding female sample how they cope up with married and professional life may have reflected in their positive correlation with both the variables.

Keywords: *Career Success, Marital satisfaction, Married individuals in business*

Introduction:

The twenty-first century is characterized by the emergence of multiculturalism due to industrialization, urbanization, globalization and disintegration in the family system. Family systems theory proposed that the family is a

dynamic system and the behavior of a particular family member can be understood only in relation to the behavior of other family members and interactions among family systems(Steinglass-1987).Family can be seen as a group of people who have biological, emotional ties to each other

(McDaniel 199et al).Byrne (1977) has defined a family as a basic human system that fulfills psychological ,social and physical needs of the members which further exerts considerable influence on the individual's adjustment and development. Marriage (also called matrimony or wedlock) is a socially or ritually recognized union or legal contract between spouses that establishes rights and obligations between them, between them and their children, and between them and their in-laws. The definition of marriage varies according to different cultures, but it is principally an institution in which interpersonal relationships, usually intimate and sexual, are acknowledged. In some cultures, marriage is recommended or considered to be compulsory before pursuing any sexual activity. When defined broadly, marriage is considered a cultural universal. Individuals may marry for several reasons, including: legal, social, libidinal, emotional, financial, spiritual and religious. Marital satisfaction is a mental state that reflects the perceived benefits and costs of marriage to a particular person. The more costs a marriage partner inflicts on a person, the less satisfied one generally is with the marriage and with the marriage partner. Similarly, the greater the perceived benefits are, the more satisfied one is with the marriage and with the marriage partner. There are many factors influencing marital satisfaction. Such factors include demographics, individual factors like attachment security, and marital interactions like the husband's contribution to household labor or intimacy goal,

and also the influence of external stress. Another variable for this study, career success in which research has been dealing with careers in general and with professional careers

in specific for a long time. Researchers from a great number of disciplines, from various perspectives and focusing on different levels of analysis have contributed to the understanding of what happens when individuals travel through their professional lives on various routes(e.g. Hughes, 1951,Spilerman,1977,Arthur et al, Hall, and others 1987).

The present study tries to analyze married individuals in the age group of 25 to 50 years. Marriage, perceived level of career success play certain role in one's life and researcher with this study tried to analyze how people with business as their profession differ in both the aspects (career and marriage) and is there any relation among both of these aspects with respect to above sample group.

Review of related literature:

The researcher tried to review earlier researches with both the variables and find some evidences with respect to marriage and marital satisfaction as follows.

Although critics such as Stacey (2001) may claim marriage is detrimental to women, proponents highlight the importance of close and intimate personal relationships to personal well-being (Corrigan & Phelan, 2004; Dush & Amato, 2005;

Kaplan & Kronick, 2006). Fifty years ago, Lewis (1960) stressed the importance of relationships in stating, “We need others physically, emotionally, intellectually; we need them if we are to know anything, even ourselves”. Similarly, Waite and Gallagher (2000) contend that “Marriage actually changes people’s goals and behavior in ways that are profoundly life enhancing”. Although it is recognized that some unhealthy and unsatisfying marriages can be destructive and stressful, marriages that are healthy and satisfying can boast many benefits (Lauer & Lauer, 2009). Ross (1995) posits, “The positive effect of marriage on well-being is strong and consistent, and the selection of the psychologically healthy into marriage or the psychologically unhealthy out of marriage cannot explain the effect”. (Pienta et al. 2000) contend that the health benefits of marriage are “widely shared across demographic groups”. Marriage offers a built-in support system in which to process difficulties and struggles (Dehle, Larsen, & Landers, 2001). The potential emotional and physical benefits are illustrated in married people who are happier, healthier, and better off financially than those who are unmarried (2000; Lauer & Lauer, 1986).

Another variable does prove its importance in individuals’ life at various phases. Career success is defined as the accumulated positive work and psychological outcomes resulting from one’s work

experiences (Seibert & Kraimer, 2001). Researchers often operationalize career success in one of two ways. The first includes variables that measure objective or extrinsic career success (e.g., Gutteridge, 1973). These include indicators of career success that can be seen and therefore evaluated objectively by others, such as salary attainment and the number of promotions in one’s career (Judge et al., 1995). The second way that career success is operationalized by variables that measure subjective or intrinsic career success (e.g., Judge et al., 1995). Such variables capture individuals’ subjective judgments about their career attainments, such as job and career satisfaction (e.g., Burke, 2001; Judge et al., 1999). **Statement of the Problem:** To explore relationship between marital satisfaction and perceived level of career success among individuals with business.

Objectives:

1. To study the relation between score on marital satisfaction and level of career success for married females.
2. To study the relation between score on marital satisfaction and level of career success for married males.
3. To compare the difference between married males and females with respect to their level of career success.

4. To compare the difference between married males and females with respect to their level of marital satisfaction.

Method: For the present research following variables were under study.

1. Marital satisfaction
2. Perceived level of career success
3. Married individuals with business

Operational definitions:

1. Marital satisfaction: Marital satisfaction is defined as the feeling of being content and happy with one's marriage as measured by marital satisfaction scale (MSS), a scale developed by Jnana Prabodhini's Institute of Psychology (JPIP, Pune).
2. Career Success: Career Success is defined as positive psychological outcome/achievements one has collected over the span of one's working life as measured by self prepared scale for career success.
3. Married Individuals with business: Individuals between 25 to 50 years of age and completed 5 years minimum in their married life and business are considered as a sample for the present study.

Hypotheses:

1. There is a positive correlation between marital satisfaction and perceived level of career success in married females.
2. There is a positive correlation between marital satisfaction and perceived level of career success in married males.
3. Total score of females will be higher than the score of males on career success scale.
4. Total score of females will be higher than the score of males on marital satisfaction scale.

Research design:

For the present study co-relational and comparative research design were used. The sample of 30 individuals (15 males and 15 females) were collected with the help of incidental sampling method from Nasik city and the inclusion criteria for the same were married- in status within the age group of 25 to 50 years and completion of at least five years in their job/profession. The inclusion criteria also include their educational qualification from H.S.C to P.G. and accordingly their distribution has been described through the pie chart for both female and male group.

Tools:

* To measure marital satisfaction **Marital Satisfaction Scale** developed by Jnana Prabodhini's Institute of Psychology (JPIP, Pune)-2006, was used. This is also a Likert type scale. For the present scale correlation between total

score and its subarea scores is also very high (0.71 to 0.92.). Its concurrent validity was established with ‘Enrich’ developed by David H. Olson (2000) at Life Innovations Ltd. (U.S.A.) which is satisfactory (r= 0.49 to 0. 82). This scale has a split half reliability coefficient of (r = 0.96). Its test retest reliability is (r = 0.86) and item and total score correlation is also satisfactory (r= 0 .52 to 0 .82).

* For the ‘Perceived level of career success’ a researcher made scale was used. (Objective and subjective measures were taken into consideration.) It was an adaptation of opinion survey for employee and businessmen developed by Dr. Victor Lau, Polytechnic University at Hong Kong in the year 2002. In the present scale total nine dimensions were taken .These dimensions were taken across the objective and subjective criteria. The rating options are as per Likert type rating scale. Split half reliability for this test was calculated on the basis of pilot study data which was found satisfactory (r =0 .63). Content validity was measured through inter-rater consistency from experts in the field of psychology, human resources and education.

Both the tests were administered on a selected sample with their prior consent and they were completed in approximately one hour time. Following is a tabular and graphical presentation of the sample with their educational qualification.

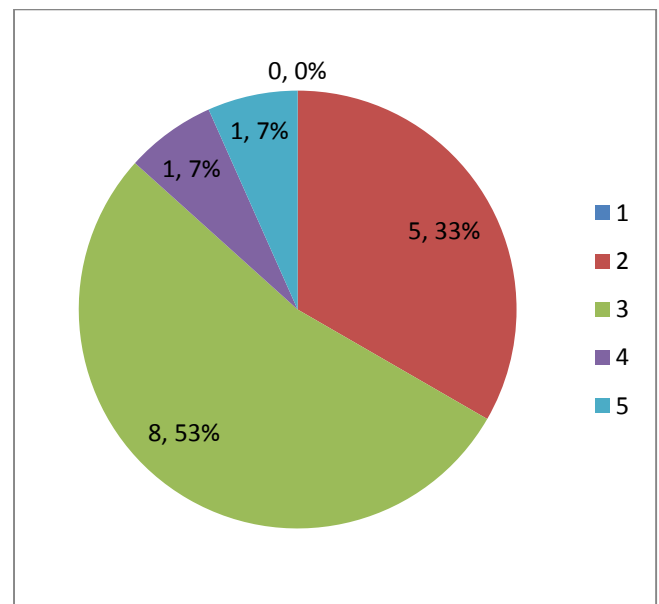
Sample:

Table -1:

Males	15
Females	15
Total	30

Pie chart -1:

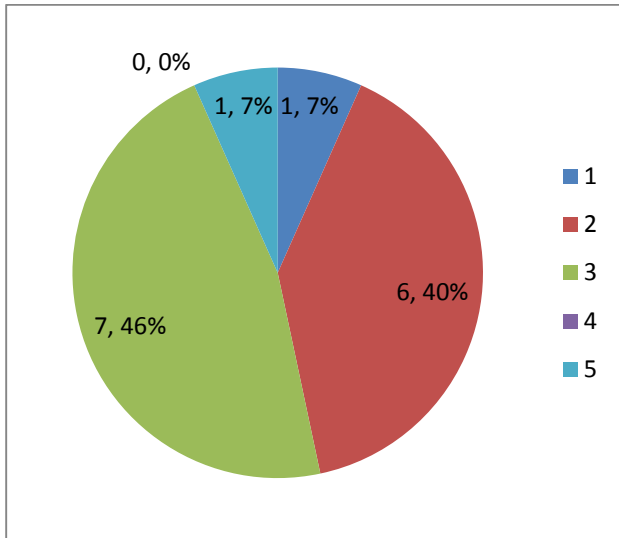
Female group with their educational qualification (H.S.C. to P.G.)



1=H.S.C, 2=GRADUATE, 3=POST GRADUATE, 4=DOUBLE P.G. and 5=OTHERS

Pie chart -2:

Male group with their educational qualification (H.S.C. to P.G.)



1=H.S.C, 2=GRADUATE, 3=POST GRADUATE, 4=DOUBLE P.G. and 5=OTHERS

As per above pie charts zero percentage belong with H.S.C.category while maximum percentage falls in post graduate category in both female and male group.

Results: Table 1.1 Showing the mean, SD and correlation for marital satisfaction & career success in married females:

VARIABLE	MEAN	SD	N	'r'
MARITAL SATISFACTION	272.6	28.00	30	0.52
CAREER SUCCESS	196.1	19.57	30	

***0.05 levels**

Table 1.2 Showing the mean, SD and correlation for marital satisfaction & career success in married males:

VARIABLE	MEAN	SD	N	'r'
MARITAL SATISFACTION	272.6	28.00	30	-0.14
CAREER SUCCESS	196.1	19.57	30	

***0.05 levels**

Table 1.3 Showing Mean, SD and 't' for the perceived level of career success

Married-F&M	N	Mean	Std. dev.	SEM	df	't'
Females	15	206.133	18.07	4.66	28	3.23
Males	15	186.06	15.86	4.09		

***0.05 levels**

Table 1.4 Showing Mean, SD and 't' for the marital satisfaction level.

Married-F&M	N	Mean	Std. dev.	SEM	df	't'
Females	15	277.466	25.41	6.56	28	.950
Males	15	267.733	30.45	7.86		

***0.05 levels**

Discussion: Following description elaborates about the results related with findings with the help of statistical test used in the present study.

Table No.1.1 depicts 'r' value between marital satisfaction and career success for females. The ($r = 0.52, p < 0.01$) which has been proved significant and so **the hypothesis there is a positive correlation between marital satisfaction and perceived level of career success in married females is accepted.** Thus one can say that for married females for the present study there is a positive relation between both the variables. As for married individuals the satisfaction they received in their married life directly or indirectly affects their professional life. How one lead a life happily (i. e.married) does affect their career or professional life too. Female group who does perform different roles at both family and work set ups & may get affected due to various difficulties they face as a part of their roles. So for the present study it definitely confirms the above finding for the group of females.

Table No.1.2 depicts 'r' value between marital satisfaction and career success for males. The ($r = -0.14$) which has not been proved significant and so **the hypothesis there is a positive correlation between marital satisfaction and perceived level of career success in married males is rejected.** This might be mainly that both the variables do not go along with each other for the males group. As far as some gender studies related with career success were concerned there

is some difference for both the sexes for their attitude towards both areas (marital and professional) of life. But for the present study the result does not support this evidence for male group. The reason may be related with the approach of males towards their personal and professional life. Many times research proves that males can able to concentrate more on their work rather than just paying attention to their own family or spouse. Rather our culture also appreciates this that how the other sex (i.e. female) should balance both the fronts while males can only be the breadwinners.

Table No.1.3 shows the ($t = 3.23, p < 0.05$) for the variable career success for both the groups. The table shows comparison between both the means (for females and males) which is quite significant. **The hypothesis, total score of females will be higher than the score of males on career success scale is accepted** for the present data. In day to day life one may observe different results for the female group but as for the selected sample the groups belong with their own profession or business and that have been reflected for the female group that their achievements may be comparatively higher than male group. For the present set up and regarding present sample group the sociocultural aspects also prove detrimental for the above findings. One can confirm this with some research evidences related with career success. With the rapid influx of women into the workforce, and persistent pay

inequities between the genders, comparisons between men's and women's career satisfaction have been proliferated. Although men and women in dual-career families were more career-satisfied than those in the traditional family (Schemer & Reitman's, 1993), juggling both career and family affects men and women in different ways. Women in families are generally less satisfied with their personal growth and their careers than men (Friedman & Greenhouse, 2000). Research often shows that women's careers tend to take a back seat to their husbands' careers while they focus their primary energies on the home and family (Moen & Yu, 2000). For the present study the research findings favor with career success of females than their male counterparts.

Table No.1.4 shows the (**t value = .950**) for the variable marital satisfaction for both the groups. The table shows comparison between both the means (for females and males) which is not quite significant. **The hypothesis total score of females will be higher than the score of males on marital satisfaction scale is rejected** for the present data. One may state that marital satisfaction is influenced by many determining factors as per earlier research evidence and for the selected sample the 't' value do not prove the hypothesis. One can confirm this with some research evidences related with marital satisfaction. Satisfaction with the division of household labor is a useful predictor of marital satisfaction, particularly for women (Stevens, Kiger and Riley 2001). The nature of employment

the spouses are engaged also having significant influence on the marital conflict, schism and satisfaction. Comparing to the male counterparts females have high degree of marital dissatisfaction in this regard. Research suggests that men report higher levels of marital satisfaction than women (Swensen, 2000), and that women's' experiences of marriage are more negative than those of men (Heaton & Slake, 1999). Thus above research finding goes with the other interpretation of present hypothesis which say males score is higher than females on marital satisfaction scale which do not support our present study.

Conclusion:

1. Marital satisfaction and perceived level of career success were significantly related for females.
2. Marital satisfaction and perceived level of career success were not significantly related for males.
3. Total score of females were higher than the score of males on career success scale.
4. No difference was found between score of females and males on marital satisfaction scale.

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